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Programme budget for the biennium 2008-2009

Revised estimates relating to the proposed programme budget for the biennium 2008-2009 under section 1, Overall policymaking, direction and coordination, section 3, Political affairs, section 28D, Office of Central Support Services, and section 35, Staff assessment, related to the strengthening of the Department of Political Affairs

Thirty-third report of the Advisory Committee on Administrative and Budgetary Questions on the programme budget for the biennium 2008-2009

I. Introduction

1. The Advisory Committee has considered the report of the Secretary-General on revised estimates related to the strengthening of the Department of Political Affairs under section 1, Overall policymaking, direction and coordination, section 3, Political affairs, section 28D, Office of Central Support Services, and section 35, Staff assessment of the proposed programme budget for the biennium 2008-2009 (A/62/521 and Corr.1). During its consideration of the report, the Committee met with the Under-Secretary-General for Political Affairs and other representatives of the Secretary-General, who provided additional information and clarification.

2. The documents used by the Advisory Committee in its consideration of the question are listed at the end of the present report.

3. The Advisory Committee recalls that the Secretary-General, in his comprehensive report on strengthening the capacity of the United Nations to manage and sustain peace operations (A/61/858, para. 159), had indicated his intention to provide an analysis of workload statistics and a subsequent funding proposal for United Nations Headquarters support for special political missions, to be submitted to the General Assembly during the main part of its sixty-second session (see also A/62/1, paras. 42-50). The Committee, in its first report on the proposed programme budget for the biennium 2008-2009, further indicated that it

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had been informed that the Secretary-General was considering making proposals on a future date concerning the requirements of the Department of Political Affairs (A/62/7, para. II.5).

4. The Secretary-General has submitted reports on estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council (A/62/512 and Add.1-5 and Add.4/Corr.1), and the Advisory Committee's comments and recommendations thereon are contained in document A/62/7/Add.29.

5. As indicated by the Secretary-General, the proposals contained in his report (A/62/521 and Corr.1) seek to further strengthen the peace and security infrastructure of the United Nations. Furthermore, the restructuring of the Department of Peacekeeping Operations and the creation of the Department of Field Support (see General Assembly resolution 61/279) constituted the first step in his efforts to meet the responsibilities assigned to the Organization by Member States in the area of peace and security. According to the Secretary-General, the next step must focus on the Organization's capacity to prevent and resolve conflict, with the Department of Political Affairs holding the primary responsibility for carrying out preventive diplomacy and supporting his good offices functions (see A/62/521, para. 4). The Secretary-General is therefore proposing to reconfigure the structure of the Department of Political Affairs to make it more field-oriented, to provide adequate resources to make the concept of preventive diplomacy workable and to ensure better cooperation and liaison with partners inside and outside of the Organization. He further argues that responsibilities have multiplied over the years without proportionate budgetary increases.

6. Upon enquiry, the Advisory Committee was provided with the following information on the growth of the resources of the Department of Political Affairs since the biennium 1998-1999:

Department of Political Affairs[a]

Biennium	*Total revised appropriation (Thousands of United States dollars)*	*Growth compared to previous biennium (percentage)*	*Number of staff*	*Growth compared to the previous biennium (percentage)*
1998-1999	41 233.9	—	195	—
2000-2001	43 624.7	5.8	197	1.0
2002-2003	47 950.7	9.9	203	3.0
2004-2005[b]	58 913.9	22.9	211	3.9
2006-2007	62 744.2	6.5	220	4.3

[a] Requirements relate to budget, section 3, Political affairs, part A, Department of Political Affairs.

[b] Includes requirements relating to the Counter-Terrorism Committee, which were subsequently realigned following the establishment of the Counter-Terrorism Executive Directorate.

7. The Advisory Committee was informed that the Secretary-General's proposals were based on a needs-based review at the desk level, together with a comparison with other organizations, and took into account recommendations made in the

context of the report of the Panel on United Nations Peace Operations (A/55/305-S/2000/809), the report of the High-level Panel on Threats, Challenges and Change (A/59/565 and Corr.1), the progress report on the prevention of armed conflict (A/60/891) and the comprehensive evaluation by the Office of Internal Oversight Services of political affairs, which resulted in a series of seven reports (see E/AC.51/2006/4 and E/AC.51/2007/2 and Add.1-5 and Add.3/Corr.1), as well as various Security Council resolutions and presidential statements and General Assembly resolutions.

8. The salient proposals contained in the report of the Secretary-General (A/62/521 and Corr.1) can be summarized as follows:

(a) The building up of the capacity of the regional divisions of the Department of Political Affairs, including the splitting of two "mega-divisions" (the Asia and Pacific Division and the Americas and Europe Division), which would result in a total of six divisions (instead of the current four), with the bulk of the resources being invested at the P-2 to P-4 levels;

(b) The strengthening of the Department's policy planning capacity and mediation support function through the formation of a Policy, Partnerships and Mediation Support Division;

(c) The request for an increase in the Electoral Assistance Division in view of the increase in the number and complexity of requests for technical assistance in this field;

(d) The increase in the staffing resources of the Security Council Affairs Division to support the increased demands placed on the sanctions committees;

(e) The rationalization of the field presence of the Department of Political Affairs through the establishment of a network of regional offices to assist Member States and regional organizations with their priority issues in the area of peace and security;

(f) The tightening of the management, executive and oversight functions by refocusing the work of the Office of the Under-Secretary-General and reinforcing the capabilities of the Executive Office of the Department of Political Affairs.

9. The Advisory Committee notes the format of the Secretary-General's presentation, which provides details on how the existing capacity of the Department is being utilized in carrying out the mandated functions and on the changes proposed for the configuration and functions in view of the resources being requested. The Committee also notes that 35 per cent of the additional posts proposed for the Department of Political Affairs are at relatively junior levels (P-4, P-3 and P-2/1), consistent with the General Assembly's requests for rejuvenation of the Secretariat.

10. **The Advisory Committee recognizes that there are organizational and resource constraints in certain areas of the Department of Political Affairs that challenge its capacity to fulfil its tasks. While it recommends acceptance of some proposed additional capacity, the Committee cautions against the fragmentation of the regional divisions into a multiplicity of units, often leading to requests for additional senior posts to head those units. The Committee points out that such an approach leads to structural rigidity, making it difficult to deploy staff where they are required. The Committee considers that in some**

cases it would be more efficient to deal with issues in an integrated manner instead of on a country-specific basis, given the work of regional organizations.

11. **In its report relating to the Secretary-General's proposals on strengthening the capacity of the United Nations to manage and sustain peace operations, the Advisory Committee indicated that attention should be given to possible synergies, not only between the Department of Peacekeeping Operations and the Department of Political Affairs, but also among all departments of the Secretariat and the specialized agencies, funds and programmes, thus leading to efficiencies and/or savings, instead of just resorting to requests for additional resources (see A/61/937, para. 16). This observation is equally relevant in the context of the proposals for strengthening the Department of Political Affairs.**

12. **According to the Secretary-General (A/62/521, para. 72), the Department of Political Affairs is not an operational department and does not undertake development projects. It does provide the overall strategic approach for countries in conflict or emerging from conflict. The Advisory Committee is of the view that, in discharging its role on the wide range of cross-cutting global issues, it must do so in a manner that is fully cognizant of the competence of other relevant entities that have a substantive comparative advantage in dealing with certain issues (see also paras. 13 and 19 below). In some regions, the Department should complement rather than duplicate the work already done by a network of competent regional and subregional organizations involved in peace and security matters.**

13. The Office of Internal Oversight Services has pointed out the need for better coordination and stronger partnerships in order to address contemporary conflicts. While the strengthening of the regional divisions of the Department of Political Affairs is warranted, it is also necessary to develop and broaden the Department's collaboration with the rest of the United Nations system. Moreover, the Advisory Committee has stressed on numerous occasions the need to enhance coordination and cooperation between the Department of Political Affairs and the Department of Peacekeeping Operations to ensure complementarity and avoid duplication and overlap and to consider a redistribution of resources (A/59/784, para. 36, and A/58/7, para. II.9). In this connection, the Committee notes the observation by the Office of Internal Oversight Services in the context of its evaluation of political affairs (E/AC.51/2006/4, para. 25) that the only formal articulation of the working relationship of the two Departments is contained in the report of the Secretary-General entitled "Strengthening of the United Nations: an agenda for further change" (A/57/387, paras. 126 and 127). **The Committee, while noting that relationships and operational arrangements between the Department of Political Affairs and the Department of Peacekeeping Operations may have improved, is of the opinion that the pending issues and the above-mentioned shortcomings should be addressed.**

14. The Advisory Committee also notes that more formal means of communication are being developed between the Department of Field Support and the Department of Political Affairs to ensure adequate support for special political missions (see A/62/521, para. 327). **The Committee emphasizes that as the newly established Department of Field Support becomes operational, the respective roles of the**

two Departments in the area of support for special political missions should be clearly defined and reported to the General Assembly.

15. In addition, the Office of Internal Oversight Services, in its report on the audit of the management of special political missions by the Department of Political Affairs (A/61/357), made a series of recommendations that were generally accepted by the Departments of Political Affairs and Peacekeeping Operations. The Office pointed out the inherent risk of duplication and overlap regarding the functions of the regional divisions of the Department of Political Affairs and the Office of Operations of the Department of Peacekeeping Operations, particularly in countries where there are both peacekeeping missions and special political missions or special envoys of the Secretary-General. The Office recommended the creation of a departmental task force and the development of a coordination methodology by the lead department. **The Committee notes that the matter of the development of clear criteria or transparent decision-making mechanisms to determine the lead department for special political missions in the field remains to be addressed (see A/62/7/Add.29, para. 10). This could be done in the context of the requests contained in paragraphs 13 and 14 above.**

16. In this connection, the Secretary-General, in his report on special political missions (A/62/512, paras. 16-20), indicated the development of a methodology for support arrangements for special political missions. **As indicated by the Advisory Committee, it is premature to draw any conclusions based on the preliminary aspects of the methodology envisaged (A/62/7/Add.29). The Committee expects that the methodology being developed will take full account of recent measures such as strengthening the capacity of the United Nations to manage and sustain peace operations, decisions that may be taken by the General Assembly on the proposals for strengthening the Department of Political Affairs and lessons learned in supporting peacekeeping operations.** This matter will therefore be considered in a comprehensive proposal to be presented to the Assembly at a later date, which should include those issues mentioned in paragraphs 13 to 15 above.

17. The Advisory Committee also recalls that the General Assembly requested the Secretary-General to submit a report on the possible application of the relevant provisions of its resolution 61/276 to other field operations administered by the Department of Peacekeeping Operations, including special political missions, where applicable (see General Assembly resolution 61/276, sect. I, para. 8, and A/62/512, paras. 13-15). Likewise, in its resolution 61/279, the Assembly requested the Secretary-General to submit, at the second part of its resumed sixty-third session, a comprehensive report on the efficiency and effectiveness of the new structure in the implementation of mission mandates, as well as on programme delivery, improvements in the administrative and management processes, the functions of the integrated operational teams, measures to ensure coordination and integration between the Department of Peacekeeping Operations and the Department of Field Support and the efficiencies and improvements resulting from past reforms of the Department of Peacekeeping Operations.

18. **The Advisory Committee agrees with the Office of Internal Oversight Services that merely adding staff is insufficient to ensure the fulfilment of mandates (E/AC.51/2006/4). A transformation in qualitative terms in the work processes of the Department of Political Affairs is also required. Measures for improvement require immediate attention to a human resources strategy for**

the Department, which should address requisite skill sets for staff, linguistic competencies, training and mobility.

19. As indicated in the Office of Internal Oversight Services evaluation, there is not only a need for up-to-date information and in-depth strategic political analysis but, more importantly, instead of narrowly politically focused products, a breadth of perspective is required to support decision-making in complex political situations. **The Advisory Committee is of the opinion that this is achievable with the appropriate tools and resources, as well as through appropriate coordination and cooperation with other entities in the Secretariat, such entities as the Peacebuilding Support Office, the regional commissions and other relevant actors of the United Nations system, such as the agencies, funds and programmes, including the country teams. The Committee concurs with the requirement for more information and guidance on lessons learned and best practices in conflict prevention.**

20. The Advisory Committee notes that best practices functions are proposed, yet it is not clear what the systematic approach will be for evaluating performance (see para. 71 below). The Office of Internal Oversight Services has recommended that the regional divisions strengthen their results-based-management system and that they refine and develop performance indicators that are meaningful for internal management purposes.

21. The Secretary-General has indicated his intention to further develop a larger network of regional presences, taking into account the regional nature and impact of many of today's conflicts and the opportunities for regional solutions (A/62/521, paras. 280-290). The Advisory Committee was informed that the structure and activities of the regional offices would be patterned on or comparable to those of the United Nations Office for West Africa, which was established in 2002. In this connection, in his report on the estimates for special political missions, the Secretary-General included the resources related to the proposed establishment of the United Nations Regional Centre for Preventive Diplomacy for Central Asia, to be funded under the provision for special political missions for a one-year period ending 31 December 2008, providing a follow-on presence to the United Nations Tajikistan Office of Peacebuilding (see A/62/512/Add.3, paras. 113-123). The Committee indicated that it would address the proposals for resource requirements of the Regional Centre in the context of its consideration of the proposals for strengthening the Department of Political Affairs (see paras. 64 and 65 below).

22. The Advisory Committee notes that the Secretary-General has indicated his intention to further propose a regional office in Central Africa and the Great Lakes region in 2008, in response to the call of the Security Council for a comprehensive and concerted approach to the issues of peace, security and development in Central Africa and to support the efforts of the International Conference on the Great Lakes region. Furthermore, consideration will be given to establishing similar offices in the Horn of Africa, the Balkans, South-East Asia and the Andean/Caribbean regions in the next biennium, depending on the status of existing operations on the ground, the views of Member States and regional organizations in the area and specific mandates from the appropriate legislative authorities.

23. **The Advisory Committee takes note of the proposed regional approach to preventive diplomacy and mediation as an important element of the work of the Department of Political Affairs. However, there is a need to avoid a fragmented**

and piecemeal approach. The Committee expects that, as indicated in his report (A/62/521 and Corr.1), the Secretary-General will provide a detailed comprehensive proposal on the strengthening of regional presences. Given the scope and multiplicity of offices contemplated for several locations, as indicated in paragraph 22 above, the Committee believes that full information should be provided on the justification for the establishment of such offices; the procedures for their approval by the appropriate legislative bodies; the process for seeking the views of Member States in the area of focus; the functions envisaged for such offices; the mechanisms for interaction and coordination with the other entities present in the field, such as peacekeeping operations, special envoys, United Nations agencies, funds and programmes, the Peacebuilding Support Office and regional organizations, as well as the organizational and financial arrangements envisaged.

24. The resource and post implications of the Secretary-General's strengthening proposals for the biennium 2008-2009 are summarized in tables 1 to 4 and paragraphs 17-20 of his report (A/62/521). The Advisory Committee notes that the additional resources resulting from the strengthening proposals contained in the Secretary-General's report amount to $21,036,100, before recosting, as follows:

(Thousands of United States dollars)

Section	*Additional resources*	*Post changes*
1. Overall policymaking, direction and coordination	439 200	5
3. Political affairs	14 276 100	96
28D. Office of Central Support Services	4 184 700	
35. Staff assessment	2 136 100	
Total	**21 036 100**	**101**

25. **The Advisory Committee's detailed recommendations on the Secretary-General's proposals are set out in section II below.**

II. Revised estimates by section

A. Section 1. Overall policymaking, direction and coordination

Revised appropriation for 2006-2007	$77,003,700
Decrease in resources in the proposed programme budget for 2008-2009 (A/62/6, Sect. 1)	$4,386,800
Additional resources proposed by the Secretary-General (A/62/521)	$439,200
Total before recosting	$73,056,100
Total proposed at 2008-2009 rates	$77,907,500

26. The additional resources proposed by the Secretary-General under section 1 amount to $439,200 before recosting. They would cover the additional costs related to the strengthening of the activities of the United Nations Liaison Office at Addis Ababa, which, as indicated in paragraph 39 of the report, is proposed to be renamed the Peace and Security Support Office for the African Union Commission. The history of United Nations cooperation with the African Union, including the 10-year capacity-building programme, which provides the overall strategic framework for cooperation, is included in paragraphs 21 to 34 of the report (A/62/521). A new strengthened office is proposed in order to effectively fulfil the mandate contained in General Assembly resolution 52/220, as well as the responsibilities outlined in the Declaration on Enhancing UN-AU Cooperation: Framework for the 10-year capacity-building programme for the African Union (A/61/630, annex), General Assembly resolution 61/296 and the joint communiqué issued by the Security Council and the African Union Peace and Security Council (S/2007/421, annex II).

27. The Advisory Committee recalls that in response to the 10-year programme, the Department of Peacekeeping Operations established an African Peace Support Team at Headquarters and in Addis Ababa in early 2007, the main objective of which is to provide military and peacekeeping support to the African Union in the establishment of the African Standby Force and the planning, deployment and management of peacekeeping missions. The team comprises four posts in New York (1 P-5, 2 P-4 and 1 General Service (Other level)) and eight posts in Addis Ababa (1 P-5, 3 P-4, 2 P-3, 2 Local level), funded from the support account for peacekeeping operations.

28. In addition, in its report on the financing of the African Union-United Nations Hybrid Operation in Darfur (UNAMID), the Advisory Committee noted the Secretary-General's proposal to establish a Joint Support and Coordination Mechanism in Addis Ababa to ensure coordination in the partnership between the African Union and the Department of Peacekeeping Operations on all issues regarding UNAMID, as well as a broader mechanism bringing together all of the entities currently in Addis Ababa involved in supporting the African Union. The proposed staffing includes 22 substantive and administrative posts (1 D-2, 1 D-1, 3 P-5, 5 P-4, 7 P-3, 3 Field Service, 2 Local level) and 17 support posts for logistics and communications and information technology (7 Field Service, 6 Local level, 4 United Nations Volunteers) (see A/62/380, paras. 82-84, 226 and 237, and A/62/540, paras. 35, 47 and 48).

29. The Advisory Committee also recalls that the proposed budget for the biennium 2008-2009 included a new P-4 post for assisting in the implementation of the framework for enhancing United Nations/African Union cooperation for the New Partnership for Africa's Development (see A/62/6 (Sect. 11), para. 11.20, and A/62/7, para. IV.16). The Committee was further informed, upon enquiry, that almost all United Nations agencies had two offices in Addis Ababa, one as part of the country team and the other accredited to the Commission of the African Union and to the Economic Commission for Africa.

Comments and recommendations on posts

30. The Advisory Committee recalls that the United Nations Liaison Office at Addis Ababa is staffed with one Head of Office (D-1) and one Administrative Assistant (Local level) (see A/62/7, table I.1). The proposed staffing of the new

Peace and Security Support Office would comprise seven posts (1 D-2, 1 P-5, 1 P-3, 4 Local level). It is therefore proposed to reclassify the post of the current Head of Office to the D-2 level (A/62/521, para. 42), given the additional tasks and responsibilities of the post. **The Advisory Committee recommends acceptance of the reclassification of the post of the Head of Office.**

31. It is also proposed to establish a new Senior Political Affairs Officer post (P-5), a new Political Affairs Officer post (P-3) and three new Local level posts for an additional Administrative Assistant, a Driver and a Messenger (A/62/521, paras. 43, 44, 46 and 47). **The Advisory Committee recommends approval of the P-5 and P-3 posts. The creation of those posts should be factored into a unified approach to United Nations support for the 10-year capacity-building programme for the African Union. The Committee also recommends approval of two additional Local level posts of the three proposed.**

B. Section 3. Political affairs

Revised appropriation for 2006-2007	$686,871,000
Resource growth in proposed programme budget for 2008-2009 (A/62/6, sect. 3)	$5,543,500
Additional resources proposed by the Secretary-General (A/62/521)	$14,276,100
Total before recosting	$706,690,600
Total proposed at 2008-2009 rates	$712,059,000

32. The additional resources of $14,276,100 under section 3, Political affairs, of the proposed programme budget for 2008-2009 include an amount of $12,946,000 related to the proposal to establish 96 additional posts and $1,330,100 for non-post requirements (see paras. 34-83 and 87 below).

33. A summary of the posts approved for the biennium 2006-2007, the current vacancy situation, the Secretary-General's proposals regarding posts for the biennium 2008-2009 and the additional posts requested as a result of the strengthening exercise for the biennium 2008-2009 is provided below.

Proposed staffing resources, 2008-2009

Posts	*Number*	*Level*
Regular Budget		
Approved for 2006-2007[a]	216	1 USG, 2 ASG, 6 D-2, 14 D-1, 33 P-5, 36 P-4, 27 P-3, 12 P-2, 5 General Service (Principal level), 80 General Service (Other level)
Vacant as at 31 October 2007	16	1 D-2, 4 D-1, 2 P-5, 4 P-4, 1 P-3, 1 P-2, 3 General Service (Other level)

Posts	*Number*	*Level*
Proposed for 2008-2009 (A/62/6 (Sect. 3))	219	1 USG, 2 ASG, 6 D-2, 15 D-1, 33 P-5, 37 P-4, 28 P-3, 12 P-2, 5 General Service (Principal level), 80 General Service (Other level)
New posts proposed (A/62/6 (Sect. 3))	3	1 D-1, 1 P-4, 1 P-3
Additional posts proposed (A/62/521)[b]	96	3 D-2, 4 P-5, 19 P-4, 27 P-3, 15 P-2/1, 28 General Service (Other level)
Revised total posts proposed[a]	315	1 USG, 2 ASG, 9 D-2, 15 D-1, 37 P-5, 56 P-4, 55 P-3, 27 P-2, 5 General Service (Principal level), 108 General Service (Other level)
Extrabudgetary		
Posts proposed for 2008-2009 (A/62/6 (Sect. 3))	2	1 P-4, 1 General Service (Other level)

[a] Excludes four temporary posts (1 P-5, 3 General Service (Other level)) indicated in A/62/6 (Sect. 3), table 3.6.

[b] Includes four proposed reclassifications: 1 D-1 to D-2, 1 P-5 to D-1, 1 P-3 to P-4 and 1 P-2 to P-3 (see paras. 36, 71, 72, 76 and 80 below).

Comments and recommendations on posts

Executive direction and management

34. The existing posts and changes proposed in the Office of the Under-Secretary-General are as follows:

Posts	*Number*	*Level*
Existing	10	1 USG, 1 D-1, 1 P-5, 1 P-4, 1 P-3, 5 General Service (Other level)
New	1	1 P-4
Reclassification	1	P-3 to P-4
Total proposed	**11**	**1 USG, 1 D-1, 1 P-5, 3 P-4, 5 General Service (Other level)**

35. One additional P-4 post is proposed in the Office of the Under-Secretary-General for a Strategic Communications and Public Information Officer (A/62/521, para. 56). The Officer would assist in developing and carrying out communications strategies to reinforce diplomatic initiatives and the work of the special political missions overseen by the Under-Secretary-General, as well as serving as focal point for the Department of Public Information and the Office of the Spokesperson for the Secretary-General. **The Advisory Committee recommends against the acceptance of the P-4 post proposed for a Communications and Public Information Officer; this function could be performed from within existing staffing resources.**

36. A Political Affairs Officer post is proposed to be reclassified from the P-3 to the P-4 level in view of the responsibilities envisaged in assisting the Chief of Office (D-1) on personnel issues, as well as acting as interlocutor with the Executive Office of the Secretary-General at the working level (A/62/521, para. 55). **The Advisory Committee recommends acceptance of the reclassification of the post from the P-3 to the P-4 level.**

37. The following changes are proposed in the Office of the Assistant Secretary-General:

Posts	*Number*	*Level*
Existing	6	1 ASG, 1 P-5, 1 P-3, 3 General Service (Other level)
New	1	1 P-4
Total proposed	**7**	**1 ASG, 1 P-5, 1 P-4, 1 P-3, 3 General Service (Other level)**

38. An additional P-4 post is requested in the Office of the Assistant Secretary-General for a Political Affairs Officer, who would be responsible for coordinating the implementation of the 10-year capacity-building programme in the areas agreed upon by the African Union and the United Nations, in particular good offices and mediation support, electoral assistance and support for African Union policy organs (A/62/521, para. 61). **The Advisory Committee recommends acceptance of the P-4 post proposed for a Political Affairs Officer in the Office of the Assistant Secretary-General.**

Subprogramme 1. Prevention, control and resolution of conflicts

39. As indicated above, the Secretary-General is proposing to strengthen the Department's regional divisions under subprogramme 1. Two of the current divisions, the Asia and Pacific Division and the Americas and Europe Division, are proposed to be split and restructured in recognition of their distinct characteristics and political contexts and their staffing components strengthened. The current Asia and Pacific Division would thus be divided into a new Middle East and West Asia Division, which would include two sections, namely, the Middle East and Gulf Sections, and an Asia and Pacific Division, which would also include two sections, the Central and South Asia Section and the East Asia and Pacific Section. The Americas and Europe Division would be divided, into an Americas Division, including four operational sections (Central America/Mexico Section, Andean Section, Caribbean Section and North America/Southern Cone Section) and a Europe Division, divided into two operational sections and one unit (the Balkans and Black Sea Section, the Western/Central Europe Section and the Eastern Mediterranean Unit). This would result in a total of six regional divisions compared with the current four.

40. In addition, as indicated in paragraph 8 (b) above, a new Policy, Partnerships and Mediation Support Division would be established, incorporating the policy-planning capacity, the mediation support functions and existing capacities to perform cross-cutting tasks (see paras. 70-72 below).

1. Africa I Division

Posts	*Number*	*Level*
Existing	18	1 D-2, 1 D-1, 3 P-5, 3 P-4, 3 P-3, 2 P-2/1, 5 General Service (Other level)
New	10	4 P-4, 2 P-3, 1 P-2/1, 3 General Service (Other level)
Total proposed	**28**	**1 D-2, 1 D-1, 3 P-5, 7 P-4, 5 P-3, 3 P-2/1, 8 General Service (Other level)**

Great Lakes Section

41. Three additional posts are requested for Political Affairs Officers (2 P-4, 1 P-3) to strengthen the Great Lakes Section (A/62/521, paras. 77-84). The Section currently comprises three staff (1 P-5, 1 P-3, 1 P-2). One of the additional P-4 posts is proposed to cover Burundi and Rwanda, while the other one would be established to support the peace process in northern Uganda, the likely establishment of a special political mission and the development of a strategy, in close cooperation with the field office, for durable peace in the country. The additional P-3 post would concentrate on the Department's relations with and support for the Executive Secretariat of the International Conference on the Great Lakes Region and act as desk officer for subregional organizations. **In view of the current Professional capacity in the Section and, in particular, in the United Nations Integrated Office in Burundi, the Advisory Committee is not convinced of the need for two additional Political Affairs Officer (P-4) posts proposed for this Section. The Committee recommends acceptance of one additional P-4 post and one additional P-3 post to strengthen capacity in the Great Lakes Section.**

Horn of Africa Section

42. Two additional Political Affairs Officer posts (P-4) are requested for the Horn of Africa Section. This Section currently has five posts (1 P-5, 1 P-4, 2 P-3, 1 P-2/1). One of the Political Affairs Officers would be responsible for coordinating the analysis of regional cross-cutting issues in the Horn of Africa and oversee the implementation of regional conflict prevention strategies; the other would provide additional capacity required for the provision of mediation support activities in the region (A/62/521, paras. 88 and 89). **In view of the existing capacity in this Section, the Committee recommends acceptance of one of the two P-4 posts proposed for Political Affairs Officers to strengthen the Horn of Africa Section.**

Southern Africa/Indian Ocean Section

43. Two additional posts (1 P-3, 1 P-2) are requested for the Southern Africa/Indian Ocean Section, which currently has a staffing capacity of three posts (1 P-5, 2 P-4). The additional Political Affairs Officer (P-3) would take over responsibility for monitoring the countries of the Indian Ocean, working closely with the Southern African Development Community and the Indian Ocean Commission. The Associate Political Affairs Officer (P-2) is proposed to support the entire Section in gathering information and preparing research, briefing material and talking points (A/62/521, paras. 93-95). **The Advisory Committee recommends**

acceptance of the two new posts proposed (1 P-3, 1 P-2) for the Southern Africa/Indian Ocean Section.

44. The Advisory Committee notes that the Africa I Division currently has five authorized General Service (Other level) posts (see A/62/521, para. 75). Three additional General Service (Other level) posts are requested to backstop the new Professional staff and support the increased administrative work (travel-related, information management and other support). **The Committee recommends acceptance of two additional General Service posts out of the three requested for the Africa I Division.**

2. Africa II Division

Posts	*Number*	*Level*
Existing	20	1 D-2, 1 D-1, 3 P-5, 4 P-4, 3 P-3, 2 P-2/1, 6 General Service (Other level)
New	8	2 P-3, 4 P-2/1, 2 General Service (Other level)
Total proposed	**28**	**1 D-2, 1 D-1, 3 P-5, 4 P-4, 5 P-3, 6 P-2/1, 8 General Service (Other level)**

Central Africa Section

45. Two additional Associate Political Affairs Officers (P-2) are requested to strengthen the Central Africa Section, providing research and analysis capacity and preparing briefing material and talking points (A/62/521, para. 107). Current staffing of the Section includes a Senior Political Affairs Officer (P-5), three Political Affairs Officers (1 P-4, 2 P-3) and an Associate Political Affairs Officer (P-2). **The Committee recommends acceptance of the two Associate Political Affairs Officer posts (P-2) proposed for the Central Africa Section.**

West Africa Section

46. One additional Associate Political Affairs Officer post (P-2) is requested for the West Africa Section to provide research and analysis capacity as well as assistance in special projects, including liaison with the United Nations Office on Drugs and Crime and programmes for youth unemployment in coordination with the United Nations Development Programme (UNDP) and other United Nations funds and programmes. The Section currently has a Senior Political Affairs Officer (P-5), three Political Affairs Officers (2 P-4, 1 P-3) and an Associate Political Affairs Officer (P-2) (A/62/521, paras. 108-111). **The Advisory Committee recommends acceptance of the Associate Political Affairs Officer post (P-2) proposed for the West Africa Section.**

47. Three additional posts (2 P-3, 1 P-2) are proposed for the North Africa Section. At present, a Senior Political Affairs Officer (P-5) and a Political Affairs Officer (P-4) cover the related work, including support for the Personal Envoy of the Secretary-General for Western Sahara. The two additional Political Affairs Officers proposed (P-3) would allow for more adequate coverage of the large countries in the region. The additional Associate Political Affairs Officer (P-2), besides providing research capacity and support for the Section, would assist in

special projects in close cooperation and liaison with the United Nations Office on Drugs and Crime (A/62/521, paras. 113 and 114). **For the reasons given in paragraph 10 above, the Advisory Committee recommends the acceptance of one Political Affairs Officer post (P-3) of the two proposed and the Associate Political Affairs Officer post (P-2) proposed for the North Africa Section.**

48. At present, six General Service (Other level) staff provide support to the Director, Deputy Director and desk officers of the three sections of the Africa II Division. Two additional General Service (Other level) posts are requested to support the overall operations of the Division (A/62/521, paras. 103 and 104). **The Advisory Committee recommends acceptance of the two additional General Service posts proposed for the Africa II Division.**

3. Middle East and West Asia Division

Posts	*Number*	*Level*
Existing	10	1 D-2, 1 D-1, 2 P-5, 1 P-4, 1 P-3, 1 P-2/1, 3 General Service (Other level)
New post proposed (A/62/6 (Sect. 3))	1	1 P-3
Additional posts proposed (A/62/521)	14	2 P-5, 2 P-4, 5 P-3, 1 P-2, 4 General Service (Other level)
Total proposed	**25**	**1 D-2, 1 D-1, 4 P-5, 3 P-4, 7 P-3, 2 P-2/1, 7 General Service (Other level)**

49. As indicated in paragraph 39 above, the current Asia and Pacific Division is proposed to be split into two divisions: the Middle East and West Asia Division and the Asia and Pacific Division. The new Middle East and West Asia Division would itself be divided into two sections: the Middle East Section (comprising the Israel-Palestine Unit and the Lebanon-Syrian Arab Republic-Jordan Unit), and the Gulf Section (comprising the Iraq Unit and the Gulf Unit). As shown in the table above, the Division currently has 7 Professional posts, and it is proposed to strengthen it with an additional 10 Professional posts. The Advisory Committee recalls that one additional P-3 post was requested in the proposed programme budget for 2008-2009 to assist in the monitoring and assessment of political developments in the region (A/62/6 (Sect. 3)). The Advisory Committee has recommended the establishment of that post (A/62/7, para. II.3).

Middle East Section

50. Three additional posts are requested for Political Affairs Officers (1 P-4, 2 P-3) in support of the work of the Israel-Palestine Unit (A/62/521, paras. 130 and 131). The current staffing capacity of this Unit includes one Senior Political Affairs Officer (P-5) who will lead the Unit and the additional P-3 post mentioned in paragraph 49 above.

51. Two additional posts are requested for the Lebanon-Syrian Arab Republic-Jordan Unit for a Senior Political Affairs Officer (P-5), who would lead and coordinate the work of the Unit, and for an Associate Political Affairs Officer (P-2), who would support the work of the Unit (A/62/521, paras. 136 and 137). The current staffing of the Unit consists of one Political Affairs Officer (P-3), who

undertakes reporting obligations and support for ad hoc missions and special envoys and who would continue to provide technical and substantive backup in the implementation of mandates.

Gulf Section

52. The establishment of two Political Affairs Officer posts is proposed for the Iraq Unit. One (P-4) would be responsible for focusing on economic, development and reconstruction issues, and the other (P-3) would provide additional support to the Unit (A/62/521, paras. 143 and 144). The current staffing includes a Senior Political Affairs Officer (P-5) to lead and coordinate the activities of the Unit and a Political Affairs Officer (P-4) to monitor political activities in Iraq and developments in the region affecting the situation there.

53. Three additional posts (1 P-5, 1 P-3, 1 General Service (Other level)) are requested for the Gulf Unit. The current staffing consists of one Political Affairs Officer (P-2) covering the Gulf States and the five countries of Central Asia. The additional Senior Political Affairs Officer (P-5) would coordinate the work of the Gulf Unit and serve as its team leader. The new Political Affairs Officer (P-3) would cover six Gulf Cooperation Council countries and Yemen and conduct research and analysis. The additional General Service (Other level) post requested would carry out research assistance tasks for the Unit (A/62/521, paras. 148, 149 and 151; see also para. 55 below).

54. The Advisory Committee is of the opinion that this is one of those divisions that does not warrant such a multiplicity of units and that would benefit more from an issue-oriented or integrated approach (see para. 10 above). **Accordingly, and given the current capacity in the region, the Committee recommends the approval of 5 additional Professional posts for the Middle East and West Asia Division (1 P-5, 1 P-4, 2 P-3, 1 P-2/1) of the 10 additional posts proposed, to be distributed as the Secretary-General sees fit in those areas where attention is most required.**

55. The Advisory Committee also notes that three Administrative Assistants (General Service (Other level)) provide secretarial assistance to the Director, the Deputy Director and five Professional staff of the Division at present. Four additional Administrative Assistant posts are requested to provide administrative and information management support to the expanded team of the Middle East and West Asia Division (A/62/521, para. 123). **The Committee recommends approval of two additional General Service (Other level) posts for administrative and information management support of the total of four requested.**

4. Asia and Pacific Division

Posts	*Number*	*Level*
Existing	11	1 D-1, 3 P-5, 2 P-4, 1 P-3, 4 General Service (Other level)
Additional posts proposed (A/62/521)	14	1 D-2, 1 P-5, 2 P-4, 6 P-3, 1 P-2, 3 General Service (Other level)
Total proposed	**25**	**1 D-2, 1 D-1, 4 P-5, 4 P-4, 7 P-3, 7 General Service (Other level)**

56. A new Director post (D-2) is requested to provide the necessary expertise and capacity to lead and direct the Asia and Pacific Division (see para. 39 above), which would include two sections (the Central and South Asia Section and the East Asia and Pacific Section) and a proposed staffing component of 25 posts (A/62/521, paras. 153 and 155). As with other divisions, the proposed Director would be assisted by an existing Deputy Director (D-1). **The Advisory Committee recommends acceptance of a D-2 post for the Director of the Asia and Pacific Division, to be provided through redeployment from an available D-2 post in the Americas Division (see para. 67 below).**

57. In addition, 10 new Professional and 3 new General Service posts are proposed, as set out below.

Central and South Asia Section

58. Three new posts are requested for the Central Asia Unit to address the problem of insufficient capacity in the Department regarding the region (1 P-5, 1 P-4, 1 P-3), which would be expanded to include Afghanistan. The Senior Political Affairs Officer (P-5) would coordinate the work of the Unit, supported by two additional Political Affairs Officers, one (P-4) covering Tajikistan, Uzbekistan and the work of the United Nations Centre for Preventive Diplomacy for Central Asia and the other (P-3) covering Kazakhstan, Kyrgyzstan, Turkmenistan and the regional organizations. A new post is also requested for the Unit for a Research Assistant (General Service (Other level)) (A/62/521, paras. 162-165; see also para. 63 below).

59. Three additional posts (2 P-3, 1 P-2) are requested for the South Asia Unit, which supports United Nations efforts in Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka. The current staffing capacity includes three posts (1 P-5, 1 P-4, 1 General Service (Other level)). The two additional Political Affairs Officers (P-3) requested would provide additional support for the work of the Unit and technical and substantive backup in the implementation of Security Council and General Assembly mandates for the region, as well as liaising with the United Nations agencies, funds and programmes. The additional Associate Political Affairs Officer (P-2) requested would also support the work of the Unit in its core functions (A/62/521, paras. 170 and 171).

East Asia and Pacific Section

60. Two additional Political Affairs Officer posts (1 P-4, 1 P-3) are requested to strengthen the North-East Asia Unit, which supports the efforts to promote stability and strengthen regional security in the region, including on the Korean peninsula (A/62/521, paras. 176 and 177). The current staffing capacity of the Unit includes three posts: a Senior Political Affairs Officer (P-5), a Junior Professional Officer funded from extrabudgetary resources and an Administrative Assistant (General Service (Other level)).

61. Two additional Political Affairs Officer posts (P-3) are requested for the South-East Asia and Pacific Unit, which covers 26 countries and three regional organizations (the Association of Southeast Asian Nations, the Pacific Island Forum and the Commonwealth). The current staffing of the Unit includes four posts (1 P-5, 1 P-4, 1 P-3, 1 General Service (Other level)). As indicated in the report of the Secretary-General, the two additional P-3 posts would allow the work of the present team to be reconfigured with one new Political Affairs Officer assigned to the Lao

People's Democratic Republic, Myanmar and Thailand on a full-time basis and the other to Cambodia, the Philippines, Thailand and Viet Nam (A/62/521, paras. 185 and 186).

62. **As indicated in paragraph 10 above, this constitutes another example where instead of just strengthening sections and related units, it would be more beneficial and efficient to request additional capacity on an issue-specific or integrated basis. Therefore, the Advisory Committee recommends acceptance of 6 additional Professional posts (2 P-4, 3 P-3, 1 P-2) of the 10 new posts proposed for the Asia and Pacific Division, to be distributed by the Secretary-General as he sees fit in those areas where attention is most required.**

63. At present, four Administrative Assistants (General Service (Other Level) provide secretarial and research assistance to the staff. Three additional posts (General Service (Other level) are requested to support the work of the Division and provide information management capacity (see A/62/521, para. 165, and para. 58 above). **The Advisory Committee recommends acceptance of two of the three additional (General Service (Other level)) posts requested for research assistance and administrative support for the Asia and Pacific Division.**

United Nations Regional Centre for Preventive Diplomacy for Central Asia

64. As indicated in paragraph 21 above, the Secretary-General, in his report on the estimates for special political missions, included resources amounting to $2,317,500 in connection with the proposed establishment of the United Nations Regional Centre for Preventive Diplomacy for Central Asia for a one-year period ending 31 December 2008, providing a follow-on presence to the United Nations Tajikistan Office of Peacebuilding. Its main function is to strengthen United Nations capacity for conflict prevention in Central Asia (see A/62/512/Add.3, paras. 113-123). The resources requested would provide for the civilian personnel costs ($1,434,000) related to the establishment of 19 positions (7 international (1 ASG, 1 P-5, 2 P-4, 1 P-3, 2 Field Service) and 12 Local level positions) as well as related operational costs ($883,500), not including estimated costs for the rental of office space and utilities ($120,000 per year) to be provided to the Centre by the host country.

65. **The Advisory Committee has made comments and recommendations in this regard in paragraphs 21 to 23 above. Pending any decision the General Assembly may take on the proposed regional presences, the Committee recommends, at this stage, that the General Assembly approve general temporary assistance resources for the 19 positions proposed for the Centre and the non-post requirements of $883,500 (see paras. 64 above and 86 below).**

5. Americas Division

Posts	*Number*	*Level*
Existing	13	1 D-2, 1 D-1, 3 P-5, 2 P-4, 1 P-3, 1 P-2/1, 4 General Service (Other level)
Additional posts proposed (A/62/521)	6	1 P-4, 1 P-3, 3 P-2, 1 General Service (Other level)
Total proposed	**19**	**1 D-2, 1 D-1, 3 P-5, 3 P-4, 2 P-3, 4 P-2/1, 5 General Service (Other level)**

66. The reconfigured Americas Division (see para. 39 above) would be divided into four operational sections (the Central America/Mexico Section, the Andean Section, the Caribbean Section and the North America/Southern Cone Section), each headed by a Senior Political Affairs Officer reporting to the Division Director (D-2) through the Deputy Director (D-1). The current staffing capacity includes nine Professional (1 D-2, 1 D-1, 3 P-5, 2 P-4, 1 P-3, 1 P-2/1) and four General Service (Other level) staff. It is proposed that the Division be strengthened by the addition of the following six posts (A/62/521, paras. 197, 198, 201, 205, 209, 210):

- Two additional posts (1 P-3, 1 P-2) for the Central America/Mexico Section. An existing Senior Political Affairs Officer (P-5) would lead the work of the Section, also acting as the Americas Division focal point for mediation. The new Political Affairs Officer post (P-3) proposed would reinforce capacity for substantive support for the International Commission against Impunity in Guatemala. The additional Associate Political Affairs Officer post (P-2) would monitor developments in assigned areas in support of the work of the Section.
- One additional post (P-2) for the Andean Section, currently comprising two posts (1 P-5, 1 P-4). The additional Associate Political Affairs Officer (P-2) would support the work of the Section.
- One additional post (P-2) for an Associate Political Affairs Officer for the Caribbean Section, which currently has two posts (1 P-4, 1 P-3).
- One additional post (P-4) for the North America/Southern Cone Section, which currently has two posts (1 P-5, 1 P-2). The additional Political Affairs Officer (P-4) is requested for liaison and interaction with regional and subregional organizations in the Americas.
- One additional post for an Administrative Assistant (General Service (Other level)) to support the Division's ability to research cross-cutting issues and support information management.

67. **The Advisory Committee is of the view that the Americas Division, covering an area with a network of regional organizations, would benefit more from additional capacity able to handle this element, focusing on complementarities and avoiding overlap of functions in the different sections themselves (see paras. 10 and 12 above). In that light and in order to avoid top-heaviness in the structure of the Division, the Committee recommends that the Division be headed by the existing D-1 post, who would be supported by a deputy to be provided through an additional P-5 post. The current D-2 post in the Americas Division should be redeployed to the Asia and Pacific Division, where a Head of Division post (D-2) is requested (see para. 56 above). The Committee further recommends acceptance of three additional Professional posts (1 P-4, 2 P-2) and one additional General Service (Other level) post to be distributed by the Secretary-General in those areas where attention is most required.**

6. Europe Division

Posts	*Number*	*Level*
Existing	10	1 D-1, 2 P-5, 1 P-4, 2 P-3, 1 P-2/1, 3 General Service (Other level)
Additional posts proposed (A/62/521)	10	1 D-2, 1 P-5, 1 P-4, 2 P-3, 2 P-2, 3 General Service (Other level)
Total proposed	**20**	**1 D-2, 1 D-1, 3 P-5, 2 P-4, 4 P-3, 3 P-2/1, 6 General Service (Other level)**

68. The new Europe Division would be divided into two operational sections and one unit (the Balkans and Black Sea Section, the Western/Central Europe Section and the Eastern Mediterranean Unit), each headed by a Senior Political Affairs Officer reporting to the Director of the Division (D-2 post requested) through the Deputy Director (existing D-1 post). The current staffing capacity includes seven Professional (1 D-1, 2 P-5, 1 P-4, 2 P-3, 1 P-2/1) and three General Service (Other level) posts. The division is proposed to be strengthened with the addition of 10 new posts as follows (A/62/521, paras. 215, 218, 223, 224, 226, 234, 238 and 241):

- A new D-2 post for a Division Director to guide and manage the work of the Division.
- Three additional posts for the Balkans and Black Sea Section (1 P-4, 2 P-2). The current staffing capacity, covering 23 countries and five regional and subregional organizations, consists of three posts (1 P-5, 2 P-3). At the moment the team relies heavily on the support of Junior Professional Officers and interns. Two Political Affairs Officers (1 P-4, 1 P-2) are therefore requested to support the Balkans Unit, while one additional Officer (P-2) would strengthen the capacity of the Black Sea Unit.
- Two additional Political Affairs Officer (P-3) posts for the Western and Central Europe Section. The current capacity includes two posts (1 P-5, 1 P-2). The two posts requested would support the work of the Section, with one Officer focusing on Western Europe and the other on Central Europe.
- One additional Senior Political Affairs Officer post (P-5) for the Eastern Mediterranean Unit. The proposed Officer would act as the Head of this new Unit, dedicated to the comprehensive settlement of the Cyprus issue, with support by an existing Political Affairs Officer (P-4).
- Three additional Administrative/Research Assistant posts (General Service (Other level)) for the Europe Division. The current capacity includes three such posts for the whole Division.

69. **The Europe Division covers an area with a strong network of regional organizations. The Advisory Committee is of the opinion that it would benefit more from an integrated approach. Accordingly, the Committee recommends against approval of the D-2 level post proposed for the Division Director; the current D-1 should be able to carry out those functions. On the basis of the justification provided by the Secretary-General, the Committee recommends acceptance of four additional Professional posts (1 P-5, 1 P-4, 1 P-3, 1 P-2/1) and one additional General Service post for the Europe Division.**

7. Policy, Partnerships and Mediation Support Division

Posts	*Number*	*Level*
Existing	14	1 D-1, 2 P-5, 6 P-4, 1 P-3, 4 General Service (Other level)
New post proposed (A/62/6 (Sect. 3))	1	1 D-1
Additional posts proposed (A/62/521)	10	1 P-4, 6 P-3, 2 P-2/1, 1 General Service (Other level)
Reclassification	1	D-1 to D-2
Total proposed	**25**	**1 D-2, 1 D-1, 2 P-5, 7 P-4, 7 P-3, 2 P-2/1, 5 General Service (Other level)**

70. The Advisory Committee notes that it is proposed that all entities in the Department of Political Affairs offering cross-cutting support be merged into a new Policy, Partnerships and Mediation Support Division (A/62/521, paras. 244-247). The existing entities include the Policy Planning Unit, the Unit for Cooperation with Regional Organizations, the Executive Committee on Peace and Security secretariat and the mediation support function. The new division would also incorporate tasks previously not addressed or performed, such as best practices, knowledge management, training and partnership management, addressing key findings of the Office of Internal Oversight Services (E/AC.51/2006/4 and E/AC.51/2007/2), which were endorsed by the Committee for Programme and Coordination (A/61/16 and Corr.1) and the General Assembly (resolution 61/235).

71. The new division is proposed to be subdivided into a Policy and Partnerships Unit, headed by an existing P-5, and a Mediation Support Unit, to be headed by an additional D-1 post requested in the proposed programme budget for 2008-2009. The Advisory Committee recommended the establishment of this post (A/62/7, para. II.3). The Committee notes that the current staffing capacity for these functions includes 10 other posts, as shown in the table above. The following staffing changes are proposed (A/62/521, paras. 248, 261, 262 and 266-278):

- An existing D-1 post, currently in the Unit for Cooperation with Regional Organizations, is proposed to be reclassified to the D-2 level for the Director of the Division.
- Four new posts (3 P-3, 1 P-2) are requested for the Policy and Partnerships Unit. The three additional Political Affairs Officer posts (P-3) are requested to support the policy development, research coordination and partnership functions of the Unit. The additional Associate Political Affairs Officer post (P-2) is requested to provide research capacity and assistance in the evaluation of the Department's performance on policy matters through the creation of databases. The current staffing capacity includes a Senior Political Affairs Officer (P-5), who would serve as Chief of the Unit, overseeing its activities, and four Political Affairs Officers (P-4), one of whom would continue to service the Executive Committee on Peace and Security, the other three continuing to assist with policy development on those issues for which the Department of Political Affairs is the United Nations system-wide focal point and supporting the regional divisions with cross-cutting analysis and assessments.

- Six additional posts are requested for the new Mediation Support Unit (1 P-4, 3 P-3, 1 P-2/1, 1 General Service (Other level)). The Advisory Committee recalls that the core mediation support function, as approved in General Assembly resolutions 60/246 and 60/247, includes two posts (1 P-5, 1 P-4). A D-1 post for the Chief of the Mediation Support Unit, who is proposed to act as Director of the Unit, was requested in the proposed programme budget for the biennium 2008-2009. The Advisory Committee recommended approval of the post (A/62/7, para. II.3). A team specifically tasked with supporting the current mediation processes is proposed, comprising the existing Political Affairs Officers (1 P-5, 1 P-4), two new Political Affairs Officers (1 P-4, 1 P-3), a new Associate Political Affairs Officer (P-2) and a new Administrative Assistant (1 General Service (Other level)). A Best Practices and Training Team is also proposed to be established, comprising one existing Political Affairs Officer (P-4) who would be redeployed from the Policy and Partnerships Unit and two new Best Practices Officers for which two additional posts (P-3) are requested.

72. **The Advisory Committee recommends acceptance of the reclassification of the post for the Director of the Policy, Partnerships and Mediation Support Division from the D-1 to the D-2 level. Given the existing capacity in the Policy and Partnerships Unit, the Committee recommends acceptance of one additional P-3 post (of the three proposed) and the additional P-2 post requested. The Committee also recommends acceptance of five additional posts (1 P-4, 2 P-3, 1 P-2/1, 1 General Service (Other level)) for the Mediation Support Unit of the six requested.**

Subprogramme 2. Electoral assistance

Posts	*Number*	*Level*
Existing	16	1 D-2, 1 D-1, 3 P-5, 4 P-4, 2 P-3, 1 P-2/1, 4 General Service (Other level)
Additional post proposed (A/62/521)	8	1 P-5, 3 P-4, 4 General Service (Other level)
Reclassification	1	P-2 to P-3
Total proposed	**24**	**1 D-2, 1 D-1, 4 P-5, 7 P-4, 3 P-3, 8 General Service (Other level)**

73. The Electoral Assistance Division has been restructured at no cost, its activities now falling under three clusters: Policy/Institutional Memory, Strategic Partnerships and Country Support, each headed by an existing Political Affairs Officer (P-5) (A/62/521, paras. 291-294). The current staffing capacity is shown above. Upon enquiry, information was provided to the Advisory Committee on the number of requests received for electoral assistance between 1989 and 2007 (see annex). In his report on strengthening the role of the United Nations in enhancing the effectiveness of the principle of periodic and genuine elections and the promotion of democratization (A/62/293), the Secretary-General provided information on the trend of increasing complexity of electoral assistance. The Committee notes the in-depth evaluation carried out by the Office of Internal Oversight Services of the electoral assistance element (E/AC.51/2007/2/Add.1).

74. The Advisory Committee notes that the staffing resources of the Country Support Cluster are proposed to be strengthened to keep up with increased demand

and to address the recommendations of the Office of Internal Oversight Services to expand and diversify the Division's roster of electoral experts. The proposals include the following eight new posts (A/62/521, paras. 296 and 297):

- An additional Senior Political Affairs Officer (P-5) is requested to help manage and share the workload geographically with another existing Officer to ensure the provision of adequate support to all countries supported by the Electoral Affairs Division (currently 40), provide overall guidance and supervision to team members, follow up on UNDP electoral projects and support additional operational efforts of the Department of Political Affairs.
- Three additional Political/Electoral Affairs Officers (P-4) are requested. One would assist in the design of electoral assistance projects and provide assistance and advice to United Nations missions and to countries requiring support. The other two are requested to support the work of the Cluster in managing UNDP/Department of Political Affairs regional collaboration efforts (one being assigned to Africa and the other to Asia and the Pacific and the Middle East.
- Four additional General Service (Other level) staff are requested to provide support in computerizing the roster and managing the workload associated with a larger and more diverse roster and recruitment requests. The current staffing consists of two General Service staff working full-time on this project.

75. **The Advisory Committee recommends acceptance of the Senior Political Affairs post (P-5) and two of the three posts for Political/Electoral Officers (P-4) indicated above. The Committee also recommends acceptance of two of the four additional General Service posts indicated above, as the functions of the other two could be performed from within existing capacity.**

76. The reclassification of a current Political/Electoral Affairs Officer from the P-2 to the P-3 level is proposed in view of increased responsibilities involved in managing all work related to the roster of electoral experts and in overseeing the staff involved in this project (see paras. 74 and 75 above). **The Advisory Committee recommends acceptance of the reclassification of the post to the P-3 level.**

Subprogramme 3. Security Council affairs

Posts	*Number*	*Level*
Existing	53	1 D-2, 3 D-1, 7 P-5, 7 P-4, 6 P-3, 3 P-2/1, 3 General Service (Principal level), 23 General Service (Other level)
New post proposed (A/62/6 (Sect. 3))	1	1 P-4
Additional post proposed (A/62/521)	3	1 P-3, 2 P-2/1
Total proposed	**57**	**1 D-2, 3 D-1, 7 P-5, 8 P-4, 7 P-3, 5 P-2/1, 3 General Service (Principal level), 23 General Service (Other level)**

77. The Security Council Affairs Division, in addition to its functions in support of the overall work of the Security Council, is charged with supporting the sanctions committees and the expert monitoring groups associated with them. As indicated in

the report of the Secretary-General, the total number of subsidiary bodies served by the Security Council Subsidiary Organs Branch increased from 9 to 23 between 2003 and 2006, while the number of sanctions bodies increased from three to six, and the number of experts assigned to those groups increased from 15 to 32, forcing the Division to rely on Junior Professional Officers to cover the expanding functions (A/62/521, para. 307).

78. The establishment of three additional posts for a Political Affairs Officer (P-3) and two Associate Political Affairs Officers (P-2) is proposed in order to strengthen the capacity of the Branch to provide enhanced support to the Secretaries of sanctions committees (A/62/521, paras. 305-314). The current staffing capacity of the Branch includes 10 Professional (1 D-1, 4 P-5, 3 P-4, 1 P-3, 1 P-2) and 10 General Service posts (1 Principal level, 9 Other level). The Advisory Committee notes that an additional P-4 post was requested in the proposed programme budget for 2008-2009. The Advisory Committee has recommended the establishment of this post (A/62/7, para. II.4). **The Committee recommends acceptance of the two additional P-2 posts proposed to support the Secretaries of the Security Council Subsidiary Organs Branch. In view of the existing capacity, including the additional P-4 post recommended for approval in the context of the proposed programme budget for 2008-2009, the Committee recommends against the acceptance of the additional P-3 post proposed.**

Programme support

Posts	*Number*	*Level*
Existing	13	1 P-5, 1 P-4, 1 P-2/1, 2 General Service (Principal level), 8 General Service (Other level)
Additional post proposed (A/62/521)	11	2 P-4, 2 P-3, 7 General Service (Other level)
Reclassification	1	P-5 to D-1
Total proposed	**24**	**1 D-1, 3 P-4, 2 P-3, 1 P-2/1, 2 General Service (Principal level), 15 General Service (Other level)**

79. The Advisory Committee notes that the Executive Office of the Department of Political Affairs currently has a staffing capacity of five Professional and eight General Service posts.

80. The reclassification of the post of Executive Officer from the P-5 to the D-1 level is proposed (A/62/521, paras. 323-325). **The Advisory Committee recommends acceptance of the reclassification proposed for the post of the Executive Officer of the Department from the P-5 to the D-1 level, in view of the complexity and range of responsibilities of the function.**

81. A Special Mission Support Unit is proposed to be established in the Executive Office to serve as a core capacity to support special political missions administered by the Department of Political Affairs, including start-up and liquidation (A/62/521, paras. 326-336). This measure seeks to address the deficiencies pointed out by the Office of Internal Oversight Services (A/61/357, para. 28). It is proposed that the Unit will comprise seven new posts: a Team Leader (P-4), a Budget Finance Officer (P-3), an Administrative/Personnel Officer (P-3) and four Administrative Assistants (General Service (Other level)). This arrangement would provide the elements to support all special political missions led by the Department, relieving the desk

officers of the administrative responsibilities currently undertaken in an ad hoc manner (the Department currently provides administrative support to 11 special political missions). **Pending the submission of the comprehensive proposal to the General Assembly and the report requested in Assembly resolution 61/279 (see paras. 16 and 17 above), the Advisory Committee recommends that general temporary assistance funding (equivalent to 1 P-3 and 2 General Service (Other level) Staff for 12 months) be provided to carry out the related functions of a Budget/Finance Officer and two Administrative Assistants in connection with special political missions administered by the Department.**

82. A new Budget/Finance Officer post (P-4) is requested for the Finance and Budget Unit of the Executive Office to assist in the financial management and control of the regular core budget and extrabudgetary programmes of the Department (A/62/521, para. 338). The current capacity includes a Senior Budget and Finance Assistant (General Service (Principal level)) and three Administrative Assistants (General Service (Other level)). **The Committee recommends acceptance of the additional post for a Budget/Finance Officer (P-4).**

83. Three additional Administrative Assistant (3 General Service (Other level)) posts are also requested. One would strengthen capacity in the Personnel Administration Unit, which currently consists of one Administrative Officer (P-4) and two Administrative Assistants (1 General Service (Principal level)), 1 General Service (Other level)) (A/62/521, paras. 341 and 342). The other two would strengthen the capacity of the Information Technology Unit/Information Management Team, which currently comprises an Associate Information Systems Officer (P-2) and two Information Technology Assistants (General Service (Other level)). **The Advisory Committee recommends acceptance of one General Service (Other level) post of the three additional posts requested to provide additional support in the Information Technology/Information Management Team.**

Recommendations on non-post resources

84. The additional non-post requirements of $1,330,100, before recosting, proposed under section 3 (see para. 32 above) include an amount of $572,800 for travel of staff under subprogramme 1, $486,800 for general operating expenses, $90,200 for supplies and materials and $180,300 for furniture and equipment under programme support (A/62/521, paras. 279 and 349-351).

85. The Advisory Committee notes that the resources appropriated for travel of staff under subprogramme 1 for 2006-2007 amounted to $691,500. No growth was proposed in the proposed budget for 2008-2009. The additional resources proposed under travel are requested to allow the proposed additional staff requested under subprogramme 1 to travel representing or accompanying the Secretary-General and/or his representatives, undertaking fact-finding good offices and conflict prevention missions or attending meetings. Upon enquiry, the Committee was provided with the overall expenditure projections for the Department of Political Affairs for the period 2006-2007. Total expenditure related to travel of staff for 2006-2007 is projected at $1,848,300 (an amount of $1,538,800 was appropriated for the same period).

86. **In paragraph 65 above, the Advisory Committee has recommended that the costs related to the 19 international positions and 12 Local level staff proposed for the United Nations Regional Centre for Preventive Diplomacy for Central Asia be funded from general temporary assistance resources. The**

Committee is also recommending approval of non-post requirements of $883,500 for the period ending 31 December 2008, pending any decision the General Assembly may take on the proposal regarding regional presences (see para. 23 above). The total related requirements, as indicated in paragraph 64 above, amount to $2,317,500.

87. **Furthermore, in view of the recommendations of the Advisory Committee in paragraphs 34 to 83 above, the additional non-post resources proposed under section 3 (excluding the resources related to the United Nations Regional Centre for Preventive Diplomacy for Central Asia indicated in para. 86) should be adjusted to $823,200.**

C. Section 28D. Office of Central Support Services

Revised appropriation for 2006-2007	$245 408 800
Resource growth in proposed programme budget for 2008-2009 (A/62/6 (Sect. 28D))	$2 061 700
Additional resources proposed by the Secretary-General (A/62/521)	$4 184 700
Total before recosting	**$251 655 200**
Total proposed at 2008-2009 rates	**$269 067 800**

88. The additional resources proposed under section 28D of the proposed programme budget for the biennium 2008-2009 of $4,184,700 include an amount of $3,545,800 for general operating expenses to cover the provision for office space ($1,983,000), alterations to premises ($1,562,800) and the acquisition of office furniture and equipment ($638,900) in connection with the new staff proposed under sections 1 and 3. **In view of the recommendations of the Advisory Committee in paragraphs 30 to 83 above, the additional resources should be reduced to $2,535,600.**

D. Section 35. Staff assessment

Revised appropriation for 2006-2007	$436 347 500
Resource growth in proposed programme budget for 2008-2009 (A/62/6 (Sect. 35))	$6 438 300
Additional resources proposed by the Secretary-General (A/62/521)	$2 136 100
Total before recosting	**$444 921 900**
Total proposed at 2008-2009 rates	**$464 032 800**

89. The additional requirements of $2,136,100, before recosting, would provide for staff assessment resulting from the post changes contained in the report of the Secretary-General (A/62/521). **In view of the recommendations of the Advisory Committee in paragraphs 30 to 83 above, the additional requirements should be reduced to $1,259,800. The increase under section 35, Staff assessment, of the**

proposed programme budget would be offset by an equivalent amount under income section 1, Income from staff assessment.

III. Conclusion

90. The action to be taken by the General Assembly is contained in paragraph 355 of the report of the Secretary-General (A/62/521). **The Advisory Committee is recommending approval of the establishment of 56 additional posts, including the reclassification of 4 posts (1 D-1 to D-2, 1 P-5 to D-1, 1 P-3 to P-4 and 1 P-2 to P-3) under section 3, Political affairs. The Committee is also recommending the establishment of four additional posts, including the reclassification of one post from D-1 to D-2 under section 1, Overall policymaking, direction and coordination, for the United Nations Liaison Office at Addis Ababa.**

91. **The recommendations of the Advisory Committee in the present report would entail a total reduction of $8,142,700 from the additional estimate of $21,036,100 proposed by the Secretary-General. The reduction includes the related impact on operational and other non-staff costs of the Committee's recommendations on posts. The reduction can be broken down as follows:**

(Thousands of United States dollars)

		Recommended adjustments	
Section		*Posts*	*Resources*
1.	Overall policymaking, direction and coordination	(1)	23 300
3.	Political affairs	(40)	5 594 000
28D.	Office of Central Support Services		1 649 100
35.	Staff assessment[a]		876 300
Total		**(41)**	**8 142 700**

[a] To be offset by an equivalent amount under income section 1.

Documentation

Proposed programme budget for the biennium 2008-2009 (A/62/6 (Sects. 1, 3, 28D and 35))

First report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for the biennium 2008-2009 (A/62/7 and Corr.1)

Thirtieth report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for the biennium 2008-2009 (A/62/7/Add.29)

Comprehensive report of the Secretary-General on strengthening the capacity of the Organization to manage and sustain peace operations (A/61/858 and Corr.1)

Report of the Secretary-General on the estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council (A/62/512 and Add.1-5 and Add.4/Corr.1)

Report of the Secretary-General on revised estimates relating to the proposed programme budget for the biennium 2008-2009 under section 1, Overall policymaking, direction and coordination, Section 3, Political affairs, section 28D, Office of Central Support Services, and section 35, Staff assessment related to the strengthening of the Department of Political Affairs (A/62/521 and Corr.1)

Report of the Advisory Committee on Administrative and Budgetary Questions on the comprehensive report on strengthening the capacity of the United Nations to manage and sustain peace operations (A/61/937)

Report of the Office of Internal Oversight Services on the audit of the management of special political missions by the Department of Political Affairs (A/61/357)

Reports of the Office of Internal Oversight Services on the in-depth evaluation of political affairs (E/AC.51/2006/4 and E/AC.51/2007/2 and Add.1-5 and Add.3/Corr.1)

General Assembly resolutions 60/1, 61/230, 61/276, 61/279

Annex

Requests from Member States for electoral assistance[a]

	Number of requests	*Number of Member States*	*Number of requests accepted (or under consideration)*	*Notes*
1989-1991	8	8	8	Excluding Namibia and including the request for United Nations organization of the referendum in Western Sahara
1992	33	31	30 (3 not accepted)	
1993	23	22	19 (4 not accepted)	
1994	18	17	14 (4 not accepted)	
1995	22	22	17 (5 not accepted)	Including request for United Nations observation of elections in the occupied Palestinian territory
1996	27	24	14 (13 not accepted)	
1997	16	12	11 (5 not accepted)	
1998	21	19	10 (11 not accepted)	
1999	32	30	23 (9 not accepted)	Including Kosovo (Serbia)
2000	26	23	12 (14 not accepted)	
2001	21	21	16 (5 not accepted)	
2002	34	33	27 (7 not accepted)	
2003	21	21	20 (1 not accepted)	
2004	22	20	16 (6 not accepted)	
2005	39	36	3 (6 not accepted)	Including Bougainville
2006	28	24	19 (9 not accepted)	
2007	17	16	12 (5 not accepted)	
Total	**408**	**107**[b]	**301 (107 not accepted)**	

[a] As at 14 November 2007.

[b] Several Member States have requested assistance from the United Nations more than once. Since 1989, 104 Member States have requested assistance. In addition, other requests include those related to Bougainville, Kosovo (Serbia) the occupied Palestinian territory and Western Sahara. A total of 100 have received some type of assistance (including those being considered)

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Report of the Peacebuilding Commission

Programme budget for the biennium 2008-2009

Financing field missions of the Peacebuilding Commission

Thirty-fourth report of the Advisory Committee on Administrative and Budgetary Questions on the programme budget for the biennium 2008-2009

1. The Advisory Committee on Administrative and Budgetary Questions has considered the note of the Secretary-General on financing field missions of the Peacebuilding Commission (A/62/670). During its consideration of the note, the Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. The Advisory Committee notes that in the first year of its operations, the Peacebuilding Commission agreed that field visits were an important component of its working methods. The Organizational Committee of the Commission decided that the Commission should undertake field visits to Burundi and Sierra Leone. Those visits were funded through a combination of self-financing by some members and by other earmarked contributions.

3. The Advisory Committee also notes that, in its first annual report to the General Assembly and the Security Council, the Commission indicated that, as part of its working methods, it had decided to organize field missions to the countries under consideration and, in view of their usefulness, it intended to continue undertaking such missions. The Commission also suggested that the Assembly might wish to acknowledge the importance of field missions as a tool for dialogue and interaction with country-level stakeholders, as well as to assess the peacebuilding priorities first-hand. In that context, the Commission brought to the attention of the Assembly the fact that the issue of financing such missions needed to be appropriately considered and that such consideration could include all options, taking into account the fact that the Commission was a new body (see A/62/137-S/2007/458, para. 43).

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4. The Advisory Committee further observes that, while the proposed programme budget for the biennium 2008-2009 mentioned that the Commission had decided to organize field visits, it did not include any resources for the participation of its members in such visits. As the field visits of the Commission were funded outside the regular budget during the first year of its operation and no determination was made regarding the mode of financing them, a statement of programme budget implications was not provided. **The Committee trusts that the provisions of rule 153 of the rules of procedure of the General Assembly, as well as procedures governing the inclusion of estimates in proposed programme budgets, will be strictly adhered to in future.**

5. The Secretary-General indicates in paragraph 6 of his note (A/62/670) that, given the potential increase in the number of countries on the agenda of the Commission in 2008 and 2009, the General Assembly may wish to consider more stable funding for field visits. The recommendations contained in paragraph 12 of his note are intended to provide for such stability.

6. In his note, the Secretary-General also indicates that it is anticipated that one field visit would be undertaken by seven members of the Commission in 2008 to each of the three countries under consideration, namely, Burundi, Guinea-Bissau and Sierra Leone. He further indicates that it is expected that a total of five missions would be undertaken by seven members of the Commission in 2009. Furthermore, certain circumstances may also warrant missions by the Chairman of a country-specific configuration to a country on the agenda of the Commission (see also PBC/2/INF/1).

7. The Advisory Committee notes that, based on experience in 2007 and the assumptions of the work programme of the Commission, as outlined in paragraphs 7 to 9 of the note by the Secretary-General, a preliminary cost estimate of $676,300 would cover travel expenses in respect of field visits by members of the Commission during the biennium 2008-2009. The Secretary-General indicates that this amount would be absorbed to the fullest extent possible under section 3, Political affairs, of the programme budget for the biennium 2008-2009 and reported in the context of the relevant performance report. The Secretary-General also indicates that future requirements related to field visits of the Commission would be considered in the context of the proposed programme budget for the relevant biennium. **The Committee recommends that the General Assembly concur with the Secretary-General's proposal contained in paragraph 12 of his note.**

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Sixty-second session
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Report of the Human Rights Council

Programme budget for the biennium 2008-2009

Revised estimates resulting from resolutions adopted by the Human Rights Council at its sixth session and its fifth special session in 2007

Thirty-fifth report of the Advisory Committee on Administrative and Budgetary Questions on the programme budget for the biennium 2008-2009

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on revised estimates resulting from resolutions adopted by the Human Rights Council at its sixth session and its fifth special session, in 2007 (A/62/671). During its consideration of the report, the Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. As indicated in the report, at its sixth session and its fifth special session, the Human Rights Council adopted a number of resolutions by which it authorized relevant human rights bodies and special procedures to continue or undertake additional activities in excess of the resources approved in the 2006-2007 programme budget and the initial proposals of the Secretary-General for the biennium 2008-2009.

3. For 2006-2007, related net additional requirements amounting to $719,100 have been met within the resources appropriated under the programme budget for the biennium 2006-2007 and reported in the second performance report.

4. Requirements for 2008-2009 are estimated at $2,916,000. The Advisory Committee was informed that, of that amount, $2,449,300 had been included in the proposed programme budget for the biennium 2008-2009 in accordance with the agreed procedure on perennial activities, which was established in consultation with the Committee in the biennium 1986-1987 to deal with resource requirements resulting from decisions of the Commission on Human Rights, as endorsed by the Economic and Social Council (see A/40/6, sect. 23, paras. 23.12 and 23.13). That

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procedure was subsequently formalized by the General Assembly in resolution 41/213. According to the procedure, provisions for activities of a perennial nature are included in the proposed programme budget on the basis of past experience.

5. As indicated in the summary of the report of the Secretary-General, it is envisaged that the balance of $466,700 required for 2008-2009 will be accommodated, to the extent possible, from within the existing appropriations for the biennium 2008-2009. Accordingly, no additional appropriations are requested at this time. During the biennium, the General Assembly will be provided with a consolidated statement of requirements arising from the continuing review by the Human Rights Council of its subsidiary machinery in accordance with Assembly resolution 60/251 (see A/62/671, para. 91). The consolidated statement will include information on the potential absorptive capacity of the programme budget for the biennium 2008-2009 under the amended programme of work. Upon enquiry, the Advisory Committee was informed that the Council's review of its subsidiary machinery should be completed in June 2008 and that the consolidated statement would be submitted to the General Assembly in late 2008 or early 2009.

6. A summary of requirements resulting from the resolutions adopted by the Council at both its fifth special session and its sixth session, which is provided in the annex to the report of the Secretary-General, includes:

- Requirements accommodated within approved appropriations and reported in the second performance report for 2006-2007
- Requirements to be accommodated from the existing appropriation for 2008-2009
- Requirements to be reported in the consolidated statement

7. During its review of the report, the Advisory Committee exchanged views with representatives of the Secretary-General on the procedure currently being used to report to the General Assembly the requirements emanating from resolutions and decisions adopted by the Human Rights Council. Revised estimates resulting from decisions of the Council's predecessor, the Commission on Human Rights, once adopted by the Economic and Social Council, were reported to the General Assembly in the context of revised estimates resulting from resolutions and decisions of the Economic and Social Council. The Advisory Committee was informed that, upon the establishment of the Human Rights Council, the Secretariat initially considered that the procedure for handling its reports should be similar to that followed for the Economic and Social Council.

8. However, it is pertinent to recall that the Human Rights Council is mandated to meet regularly throughout the year and to schedule no fewer than three sessions per year, as well as special sessions when needed. In fact, the report contained in document A/62/671 represents the fifth report on revised estimates resulting from resolutions and decisions of the Human Rights Council since the Council's first session, in June 2006. The coherent presentation and intergovernmental review of such revised estimates thus present a challenge. **While the Committee understands that the procedure followed thus far represents an effort at transparency on the part of the Secretariat, it notes that this procedure contributes to a piecemeal approach to budgeting for the requirements resulting from resolutions and decisions of the Council. The Committee is therefore of the view that the procedure for presenting to the General Assembly the financial requirements**

arising from the resolutions and decisions of the Human Rights Council should be improved. The Assembly may wish to request that the Secretary-General make proposals in this regard in time for the Committee to consider them in the context of its review of the consolidated statement.

9. **The Advisory Committee recommends that, at the present stage, the General Assembly take note of the estimated requirements of $2,916,000 for 2008-2009 on the understanding that such appropriations as may be necessary will be requested by the Secretary-General in the context of a consolidated statement of requirements arising from the continuing review by the Human Rights Council of its subsidiary machinery, which is to be submitted to the Assembly upon completion of the review (see para. 5 above). In accordance with rule 153 of the rules of procedure of the General Assembly, the Human Rights Council should continue to be provided with statements of programme budget implications prior to the adoption of resolutions.**

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Agenda items 126, 128, 136 and 140

Review of the efficiency of the administrative and financing functioning of the United Nations

Programme budget for the biennium 2008-2009

Report on the activities of the Office of Internal Oversight Services

Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Strengthening investigations

Thirty-sixth report of the Advisory Committee on Administrative and Budgetary Questions on the programme budget for the biennium 2008-2009

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on strengthening investigations (A/62/582 and Corr.1). During its consideration of the report, the Advisory Committee met with the Secretary-General's Chef de cabinet and the Under-Secretary-General for Internal Oversight Services, as well as other representatives of the Secretary-General, who provided additional information and clarification.

2. The Advisory Committee notes that the Secretary-General's report is submitted pursuant to General Assembly resolutions 61/275, section II, paragraph 1, and 61/279, paragraph 44, in which the Assembly requested him to report, in the context of the programme budget for the biennium 2008-2009, on the functions, structure and work processes of the Investigations Division with a view to strengthening the investigation function and to provide a comprehensive report to the Assembly at its sixty-second session on the results of the ongoing examination and rationalization of the investigation caseload and the overall review of the capacity of the Investigations Division of the Office of Internal Oversight Services (OIOS).

3. In paragraph 6 of his report (A/62/582), the Secretary-General indicates concern at the "insufficient" capacity of other entities of the Organization mandated to carry out investigations, the need for such capacity to be developed, adequately supported by training and governed by detailed sets of standards and guidelines

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informing all parties concerned of their rights and obligations during investigations, as well as taking into account the due-process rights that ought to be applied uniformly in all investigations carried out by the Organization. In consequence, the Secretary-General seeks a mandate to submit to the Assembly at its sixty-third session a report on the outcome of a comprehensive review of investigations in the United Nations. He states in paragraph 9 that in doing so, he will be guided by recent experience, including investigations of the oil-for-food programme, the Procurement Task Force and practices of other international organizations, taking into account the reform of the system of administration of justice, the OIOS report on strengthening investigations and upcoming reports on the accountability framework, results-based budgeting, enterprise risk management and internal control framework.

4. **The Advisory Committee regrets the lack of information on the entities other than the OIOS that carry out investigations and on the number of cases handled.** Upon enquiry, the Committee was provided with information in this regard, which is set out in annex II below. As stated therein, OIOS generally investigates category I cases on its own initiative or on the request of a head of office, but may refer some of those cases to other entities for action. Category II cases are normally not investigated by OIOS, but by a head of office, the Department of Safety and Security or the Office of Human Resources Management, either on their own initiative or on referral from OIOS.

5. **The Advisory Committee is concerned that the Secretary-General's comments do not build on the framework for investigations adopted in General Assembly resolutions 57/282, section IV, and 59/287.** Furthermore, with respect to training, the Committee points out that, in the context of the revised estimates following the 2005 World Summit, general temporary assistance equivalent to six positions (3 P-4, 2 P-3, 1 General Service (Other level)) was requested to establish a training capacity for the Investigations Division to enable programme managers to handle category II cases of misconduct. Upon enquiry, the Committee was informed that, to date, only two positions have been utilized. The training officers are currently engaged in OIOS in developing a comprehensive "investigation learning programme" designed to enhance the capacity of United Nations staff to support the investigation process, whether by undertaking investigations for category II misconduct or discharging management functions more generally. The programme covers basic skills, as well as policy and normative aspects of investigations. The full training programme will be implemented once it has been finalized. In addition, a special training programme is being developed for investigating allegations of sexual harassment, for which OIOS is working with the Office of Human Resources Management. Other initiatives include workshops, which will be generally available to interested staff, intended to raise awareness of risks in such areas as procurement.

6. **The Advisory Committee recalls that the General Assembly, in its resolution 48/218 B, clearly established the role and mandate of OIOS, and in its resolution 59/287 its role in internal investigations. The Committee also recalls that the placement of the investigation function within OIOS was reaffirmed by the Assembly in its resolution 61/245. Before a decision is taken on the need for a comprehensive review of investigations in the United Nations, as proposed by the Secretary-General, the Committee recommends that he be requested to provide information on all the entities other than OIOS carrying out inquiries and investigations, their legislative basis and precise role, the**

number and types of cases handled, related resources, reporting mechanisms, standards and guidelines involved and training imparted, as well as information on the implementation of resolution 59/287.

7. The Advisory Committee notes that an external review of the Investigations Division was conducted between 15 March and 15 June 2007 and that the resulting report was submitted to the Under-Secretary-General for Internal Oversight Services on 26 June 2007. An account of the actions and proposals of the Under-Secretary-General to strengthen the investigation function of OIOS is included in the annex to the Secretary-General's report (A/62/582 and Corr.1). The Committee notes that these are based on the conclusions and recommendations made by the external expert, as referred to in the annex to that report, paragraphs 4 and 5, and a brief summary of the expert's review can be found in paragraphs 6 to 14. The Committee notes that OIOS has decided to pay particular attention to strengthening the Investigations Division in the following three main areas:

(a) Effective leadership and management;

(b) Operating strategies and procedures;

(c) Optimal structure and location.

8. In his report, the Secretary-General states that he has taken note of the approach taken by OIOS to improve the functioning of the Investigations Division and of the actions, practical in nature and in several instances already under implementation, that are within the authority of the Under-Secretary-General to implement. He also states that he looks forward to seeing the results and recognizes that some of these actions, particularly those related to restructuring, have financial implications, which will be reported to the General Assembly for approval in the appropriate budget cycle (A/62/582, paras. 3 and 5). **In the view of the Advisory Committee, the envisaged restructuring of the Investigations Division is not solely within the managerial purview of the Under-Secretary-General for Internal Oversight Services (see paras. 16 and 23 below).**

9. As regards the strengthening of the leadership and management of the Division (see A/62/582, annex, paras. 18-21), the Advisory Committee was informed that the post of the Deputy Director had been filled in December 2007 and notes that its incumbent is tasked with, among other functions, the implementation of the strengthening initiatives. The Committee was also informed that the recruitment of the Director of the Division was under way. **Further information regarding progress in the recruitment should be provided to the General Assembly at the time of its consideration of the Secretary-General's report.**

10. The Advisory Committee notes that the initiatives undertaken in connection with operational strategies and procedures are described in paragraphs 22 to 38 of the OIOS report annexed to the report of the Secretary-General. These include the current ongoing review and update of the investigations manual and the prioritization of cases and related establishment of a case intake committee, comprising the Director and two Deputy Directors of the Division, to facilitate informed decisions on case intake, oversight of the progress of ongoing case investigations and changes in priorities and direction as deemed appropriate. The Committee was also informed by OIOS that the development of standard operating procedures, initiated in 2006 in order to provide a more comprehensive framework and facilitate continuous improvement, had been completed. In particular, according

to OIOS, procedures dealing with witness/subject interviews have been prepared to reflect recent trends in the administration of justice, and investigation report procedures have been updated to support the disciplinary process better. In addition, the Committee was informed that OIOS is incorporating forensic methods, tools and practices to improve its capacity to detect fraud and will initiate the replacement of the case management system in order to provide users with a secure and accessible tool. **The Committee is of the opinion that the implementation of these initiatives should be used as benchmarks for future evaluation of the work of the Investigations Division.**

11. As to structuring the Investigations Division, the Advisory Committee notes that the proposals are centred on the following: (a) organizing investigative capacity around the two main types of cases investigated by OIOS (sexual exploitation and abuse cases and financial, economic and administrative cases); (b) the decision to create specialized teams to investigate these cases effectively; and (c) repositioning the resident investigators from peacekeeping missions into three regional centres (New York, Vienna and Nairobi) where investigative capacity will be concentrated.

12. The Advisory Committee also notes that these proposals would not change the categorization of cases, as established by General Assembly resolution 59/287 following consideration of the related OIOS report (see A/58/708), or the scope or extent of the investigations that OIOS is mandated to undertake (see A/62/582, annex, para. 42). The Committee further notes the argument of OIOS that, by placing investigators with requisite skills and expertise in specialized teams or units, the quality and speed of investigations will improve, allowing greater focus and development of expertise in particular types of investigation.

13. As to concentrating investigative capacity in the regional centres, OIOS argues that this provides, in addition to a larger pool offering more options for ensuring that specific skills required are readily accessible, a way to maximize time and expertise, make training and support more cost-effective and draw on experience gained from having resident investigators in peacekeeping missions in the past two years, as well as that related to the Procurement Task Force (A/62/582, annex, paras. 48-51). With regard to the placement of resident investigators in peacekeeping missions, the Advisory Committee was informed of difficulties in attracting and retaining qualified and experienced staff, due to mission conditions and the fact that the job, by its very nature, tends to isolate investigators from other mission staff. Other factors include longer investigation times due to disruptions, such as rules regarding occasional recuperation break; the fact that analysis, research and report preparation do not necessarily have to be performed in situ; higher costs related to ongoing training of dispersed staff; lack of cohesion and consistency in the work products; and the difficulties involved in global case management. The Committee was also informed by OIOS that experience regarding the Procurement Task Force had shown that highly qualified staff and specialized teams were able to carry out complicated investigations after a couple of field visits of a few weeks each.

14. According to OIOS, while there are cost implications related to moving staff to the regional centres, there may also be cost savings, as fewer posts may be required to cover investigation requirements (A/62/582, annex, para. 55). Information on the current staffing of the Investigations Division is presented in annex I below.

15. The Advisory Committee notes that information on the expert's review, including the experience of the expert, the terms of reference of the review, the

work involved and a brief summary of the recommendations is provided in A/62/582, annex, paragraphs 6-14. The Committee also notes that the actions proposed by the Under-Secretary-General to strengthen the Investigations Division are based on the recommendations of the review (see para. 7 above). However, the Committee did not have the benefit of access to the review itself, as OIOS declined to provide it.

16. The Advisory Committee also recalls that, in making its decision on the current arrangements for conducting investigations, the General Assembly was guided by the recommendations contained in the report of the Secretary-General (A/57/494) and that of OIOS (see A/59/546), which drew attention to the benefits of a combination of resident and regional investigative capacity. **The Committee considers that the presentation on the envisaged restructuring would have been strengthened by a more complete analysis and specific reference to the experience with resident investigators. The submission of the proposals to the Assembly should therefore be accompanied by such analysis.**

17. According to OIOS, the quality and success of the Procurement Task Force investigations underscore the advantages of specialist professional investigators and provide further justification for the restructuring of the Division into specialized units, as well as the recruitment of investigators with specialist skills (A/62/582, annex, paras. 66 and 68). In addition, in paragraph 86 of the same report it is stated that the implementation of the restructuring of the Investigations Division will be approached with care and full consideration of the impact that the team/unit concept and the relocation of investigators from peacekeeping missions will have on staff. **The Advisory Committee is of the opinion that the question of the impact on staff of the team/unit concept and the relocation of the investigators would benefit from being addressed in advance and not at the time of implementation.**

18. In addition, the Advisory Committee recalls that, in paragraph 4 of its resolution 62/234, the General Assembly decided to conduct an overall review of the capacity of the Investigations Division by 30 June 2008, addressing, inter alia, the activities of the Procurement Task Force. In paragraphs 6 and 7 of the same resolution, the Assembly decided to revert to the consideration of the report of OIOS on the activities of the Procurement Task Force (A/62/272), the related note by the Secretary-General (A/62/272/Add.1) and the report on the overall review of the capacity of the Investigations Division (A/62/582 and Corr.1) at the first part of its resumed sixty-second session. **The Committee points out, therefore, that the Procurement Task Force will be reviewed by the General Assembly.**

19. Pursuant to the request in paragraph 5 of General Assembly resolution 62/234, the Advisory Committee has requested the Board of Auditors to conduct an audit of the activities of the Procurement Task Force for the period from 1 January 2006 to 30 June 2007, including its compliance with established transparency and accountability measures of the Organization and of OIOS and to report thereon separately to the General Assembly at the main part of its sixty-third session. The Committee was informed by the Chairman of the Board of Auditors that the Board would undertake this special assignment in April 2008.

20. The Advisory Committee points out that, in its report on the activities of the Procurement Task Force for the 18-month period ended 30 June 2007, OIOS refers to the framework of mutual legal assistance in the use of legal powers in a foreign jurisdiction to obtain evidence, and states that "consideration should be given to

whether OIOS on behalf of the United Nations can become a party to mutual legal assistance instruments as it would certainly expedite the investigations" (A/62/272, para. 12). The Committee notes that, in his comments on the report, the Secretary-General, while indicating that OIOS did not formally request that he explore such possibilities, states that such assistance in the use of legal powers in a foreign jurisdiction is generally established through bilateral treaties between States, which call for cooperation between judicial bodies of States parties. In his view, it "therefore appears unlikely that such treaties could be expanded to include cooperation with an international organization in its internal investigations". The Secretary-General also states that he will explore with OIOS the question of what other mechanisms may be available to seek cooperation with Member States at the international level (A/62/272/Add.1, para. 16).

21. **Bearing in mind the very nature of OIOS and its mandate as the internal oversight body within the United Nations Secretariat, the Advisory Committee points out that OIOS cannot become party to international agreements. Moreover, the Committee cautions against any confusion between administrative and judicial investigations.**

22. In paragraphs 58 to 65 of its report (A/62/582, annex) OIOS refers to the approach to the investigation of sexual exploitation and abuse allegations. The Advisory Committee sought clarification regarding paragraph 61, which, as drafted, seems to limit the role of OIOS to investigate sexual exploitation and abuse cases, as mandated by the General Assembly. The Committee was informed by OIOS that the message conveyed in paragraph 61 was not correct. The Committee was assured that OIOS is not seeking to limit its role, but rather to ensure that there are clear roles and responsibilities among all actors. In this connection, the Committee recalls that, in its resolution 61/267 B, the Assembly amended the model memorandum of understanding with troop-contributing countries to give the Government concerned primary responsibility for investigating members of its national contingent. **In clarifying roles and responsibilities, the Committee stresses the need to take account of General Assembly resolution 61/267 B and notes the intention of OIOS to do so (A/62/582, annex, para. 60).**

23. **In the light of the comments and observations made in the paragraphs above, the Advisory Committee is of the opinion that fuller justification is required for the restructuring of the Investigations Division. The Committee trusts that any changes proposed will therefore be supported by a detailed analysis (see para. 16 above). The Committee also recommends that any changes that have administrative and financial implications be subject to the review and approval of the General Assembly in accordance with establishcd procedures.**

Annex I

Office of Internal Oversight Services: Investigations Division and Procurement Task Force

Organizational structure and post distribution for the biennium 2008-2009 (as at 14 February 2008)

Investigations Division
Subprogramme 3

New York

RB:	XB:[a]
1 D-2	1 P-3
1 D-1	2 GS (OL)
2 P-5	
6 P-4	
3 P-3	
2 GS (PL)	
3 GS (OL)	

Vienna

RB:	XB:[b]
1 P-5	1 D-1
2 P-4	1 P-5
3 P-3	3 P-4
4 P-2/1	7 P-3
2 GS (OL)	1 GS (PL)
	4 GS (OL)

Nairobi

RB:	XB:[a]
3 P-4	3 P-4
1 P-3	5 P-3
1 GS (LL)	2 GS (OL)

Resident Investigators

RB:	XB:[c]
	8 P-4
	24 P-3
	8 GS (OL)
	8 GS (LL)

Arusha

RB:	XB:
	1 P-4
	1 P-3

Procurement Task Force[a]

1 D-2
1 P-5
19 P-4
2 P-3
2 P-2
2 GS (OL)

[a] General temporary assistance positions.
[b] General temporary assistance positions except for 1 P-4.
[c] General temporary assistance positions except for 2 P-4, 4 P-3, 1 GS (OL) and 5 GS (LL).

Abbreviations: GS — General Service; LL — Local level; OL — Other level; RB — regular budget; XB — extrabudgetary.

Annex II

Response to queries raised regarding entities other than the Office of Internal Oversight Services that carry out investigations*

1. The Office of Internal Oversight Services (OIOS) generally investigates category I cases on its own initiative or on the request of a head of office, but may refer some of these cases to other entities for action. Category II cases are normally not investigated by OIOS, but by a head of office, the Department of Safety and Security or the Office of Human Resources Management, either at their own initiative or on referral from OIOS.

Heads of office and programme managers

2. Where there is reason to believe that a staff member may have engaged in unsatisfactory conduct in situations that do not appear to pertain to category I, the head of office or responsible officer in that office initiates a preliminary investigation, which will typically be conducted by a panel of investigation appointed by the head of office. Departments do not have standing capacity to perform this function, with the exception of the Department of Safety and Security, which has established an Internal Affairs Unit to investigate allegations against Department of Safety and Security staff. The head of office or responsible officer may also request OIOS or the Department of Safety and Security to conduct the investigation.

Office of Human Resources Management

3. Complaints of sexual harassment are investigated under the authority of the Assistant Secretary-General for Human Resources Management, who will appoint staff members of good standing to establish the facts and report on their findings. There is no standing capacity to perform this function.

Panel on Discrimination and Other Grievances

4. The Panel on Discrimination and Other Grievances, composed of staff members performing the functions of the Panel on a voluntary basis in addition to their regular functions, investigates grievances of staff in connection with their employment, such as allegations of discriminatory treatment. The Panel submits its reports to the Office of Human Resources Management for review and action by the Assistant Secretary-General for Human Resources Management. By its resolution 61/261, the Assembly decided to accept the Redesign Panel's recommendation that the Panel be abolished and its functions redistributed.

Department of Safety and Security

5. The Department of Safety and Security is responsible for the investigation of category II cases that come to its attention directly or are referred to it by heads of office or responsible officers. The Special Investigations Unit of the Department of Safety and Security is a fact-finding unit, the role of which is to gather case facts by

* See paragraph 6 of the main report above.

retrieving information and data from evidence presented. The Special Investigations Unit reports on the facts it has found and issues appropriate recommendations on matters such as reports of loss, damage, theft and other incidents relating to property, altercations between staff members, deaths of staff members, allegations of misconduct, vehicular accidents and forgery.

Peacekeeping missions

6. Conduct and discipline units act as repositories for reported allegations of misconduct at Headquarters and in the field. The conduct and discipline units in missions function as the repository of all complaints of misconduct against all categories of peacekeeping personnel. When misconduct allegations are received, they are recorded by the conduct and discipline units and forwarded to the appropriate investigative body. Category I, or serious, misconduct allegations are forwarded to OIOS for investigation, and category II, or minor, misconduct allegations are forwarded to the Special Investigations Unit for civilian personnel, the office of the Force Provost Marshall for military personnel or an ad hoc panel, usually convened by the head of mission, for investigation as appropriate. For category II allegations, the investigative body to which an allegation is forwarded usually depends on the nature of the allegation and the category of personnel involved in the alleged misconduct. Category I cases that OIOS has referred back to the mission are investigated by the Special Investigations Unit.

7. Boards of inquiry are established at peacekeeping missions to conduct inquiries into serious incidents and accidents that involve death or serious injury of, or involving, mission personnel; major loss or damage involving United Nations personnel and United Nations and contingent-owned property; and serious incidents that may reflect adversely on the mission.

Ethics Office

8. With regard to complaints of retaliation for reporting misconduct or cooperating with a duly authorized audit or investigation, the Ethics Office conducts a preliminary review to determine whether (a) a complainant engaged in a protected activity; and (b) there is a prima facie case that the protected activity was a contributing factor in causing the alleged retaliation or threat of retaliation. If it determines that there is a credible case of retaliation or threat of retaliation, the Ethics Office refers the case to OIOS for investigation.

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Conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice and judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda

Thirty-seventh report of the Advisory Committee on Administrative and Budgetary Questions on the programme budget for the biennium 2008-2009

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice and judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda (A/62/538) and the letter dated 4 October 2007 from the Registrar of the International Tribunal for the Former Yugoslavia to the Secretary-General (A/62/538/Add.1, annex). During its consideration of the report, the Committee met with representatives of the Secretary-General, as well as with the President of the International Criminal Tribunal for Rwanda, the Deputy Registrar of the International Court of Justice, the Registrar of the International Tribunal for the Former Yugoslavia and other officials of the three judicial bodies, who provided additional information and clarification.

2. In paragraph 5 of its resolution 61/262, the General Assembly recalled its resolution 37/240, requested the Secretary-General to review and update the travel and subsistence regulations for the International Court of Justice, taking into account the recommendation of the Advisory Committee (see A/61/612, para. 15) and bearing in mind the relevant provisions of the Statute of the International Court of Justice, and to report thereon to the General Assembly for its approval at its sixty-second session.

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3. In paragraph 6 of the resolution, the General Assembly endorsed the proposal of the Secretary-General that the annual salaries of the members of the International Court of Justice and judges and ad litem judges of the two Tribunals should comprise an annual base salary with a corresponding post adjustment. In paragraph 7 of the resolution, the Assembly set the annual base salary at $133,500, effective 1 January 2007, and, in paragraph 8, decided to maintain the current level of salaries for members of the International Court of Justice and judges and ad litem judges of the Tribunals for the duration of their current terms of office or until such time as that amount was overtaken by the application of a revised system. In paragraph 11 of the resolution, the Assembly requested the Secretary-General to submit a report to it at its sixty-second session on options for designing pension schemes for the members of the International Court of Justice and for the judges of the Tribunals, including defined-benefit and defined-contribution schemes, taking into account the possibility of calculating pensions on the basis of the number of years served rather than the term of office.

II. Matters under consideration

A. Travel and subsistence regulations for the members of the International Court of Justice

Standards of travel

4. The Advisory Committee recalls that, in accordance with the travel and subsistence regulations of the International Court of Justice (General Assembly resolution 37/240, annex), members of the Court, ad hoc judges and their dependants are entitled to first-class travel. According to the Secretary-General, in paragraph 6 of his report, the Court has indicated that the treatment of its members as regards the standard of travel has traditionally been at least comparable to that of directors-general of specialized agencies and that the travel and subsistence regulations of the Court as currently in force reflected that tradition. The Committee notes that the travel and subsistence regulations of the Court are fixed separately, reflecting the unique nature of the Court.

5. The Advisory Committee recalls its latest report on the matter, in which it noted that standards of accommodation had evolved considerably and that first-class air travel was now restricted to a limited number of cases, and that most senior officials were authorized to travel at the class immediately below first class. The Committee also recommended that the travel and subsistence regulations approved for the Court by the General Assembly in 1982 should be reviewed and updated in line with the current standards of the Organization (see A/61/612, paras. 14 and 15).

6. As noted above, the Secretary-General is to review and update the travel and subsistence regulations for the Court. The Advisory Committee notes that, in its resolution 62/238 (sect. XV, para. 5), the General Assembly requested the Secretary-General to report on the feasibility of harmonizing standards of travel for staff members, members of organs and subsidiary organs of the United Nations and organizations of the United Nations system, on the basis of a review and proposals by the United Nations System Chief Executives Board for Coordination (CEB). Upon enquiry, the Committee was informed that the CEB High-level Committee on

Management would take up the issue at its fifteenth session, to be held on 17 and 18 March 2008.

7. Upon enquiry, the Advisory Committee was provided with a list of trips taken by resident and non-resident judges, their dependants and ad hoc judges from 2003 to 2007. The Committee notes that most trip segments or complete trips during that period were taken in business class, while a small number were taken in first or economy class.

8. The Advisory Committee notes that the Secretary-General recommends that no changes be made in the provisions of articles 1 and 2 of the travel and subsistence regulations of the International Court of Justice. **The Committee, at this time, interposes no objection to this recommendation, taking into account the information contained in paragraphs 16 and 17 of the report of the Secretary-General.**

Assignment grant

9. The Advisory Committee notes that article 3, paragraph 1 (a) (ii), of the travel and subsistence regulations of the Court provides that resident members of the Court are entitled to an installation grant in an amount corresponding to that applicable to senior officials of the Secretariat. The Committee also notes that since 2004, the daily subsistence allowance portion of the assignment grant for senior Secretariat officials has been computed on the basis of the daily subsistence rates promulgated by the International Civil Service Commission. **The Committee agrees with the recommendation of the Secretary-General that there should be no change in article 3, paragraph 1 (a) (ii), of the travel and subsistence regulations of the Court.**

B. Remuneration and retirement benefits for the members of the International Court of Justice and the judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda

Remuneration

10. As noted above, the General Assembly has set, effective 1 January 2007, the annual net base salary of the members of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda at $133,500, with a corresponding post adjustment per index point equal to 1 per cent of the net base salary, to which would be applied the post adjustment multiplier for the Netherlands or for the United Republic of Tanzania, as appropriate (see resolution 61/262, para. 7).

11. The Advisory Committee notes that, in a letter dated 3 April 2007 to the President of the General Assembly (A/61/837), the President of the International Court of Justice expressed the Court's deep concern that the proposed action regarding members' emoluments would create inequalities among judges and requested postponement of action on the draft resolution that was subsequently adopted, on 4 April, as resolution 61/262. The Court's position is outlined in annex II to the report of the Secretary-General. A memorandum, dated 6 June, from

the Legal Counsel to the Office of Human Resources Management addressing issues raised by the Registrar of the Court in a letter to the Office of Human Resources Management dated 19 April is included as annex I to the report.

12. The Advisory Committee also notes that, in a letter dated 29 May 2007, the President of the Court notified the Secretary-General of the Court's decision that an ad hoc judge appointed to sit in the case concerning territorial and maritime dispute between Nicaragua and Colombia following the adoption of resolution 61/262 would receive the same emolument as the ad hoc judge appointed prior to the adoption of the resolution (see A/62/538, paras. 54-57). **The Committee notes that this action is incompatible with the decision of the General Assembly in its resolution 61/262. Upon enquiry, the Committee was informed that a similar situation could arise in a limited number of other cases pending before the Court. Therefore, the Assembly may wish to examine the impact of the implementation of resolution 61/262 on the position of ad hoc judges sitting in those cases.**

13. **The President of the Court has presented arguments pertaining to resolution 61/262 (A/62/538, annex II), with which the Legal Counsel largely concurred (ibid., annex I). The Committee cannot but note that this interpretation could affect the exercise of the General Assembly's mandate under article 32 of the Statute of the Court.**

14. The first option proposed by the Secretary-General (ibid., para. 74) would entail establishing the salaries of the members of the Court and of the judges of the Tribunals in euros at the current level, namely, €174,708 per annum, subject to periodic cost-of-living adjustments. **The Advisory Committee notes that international salary scales within the United Nations are based on the United States dollar, with adjustments for inflation and currency fluctuations through the post adjustment system. Establishing salaries in a currency other than the United States dollar for the members of the Court and for the judges of the Tribunals would be a departure from current practice, the implications of which the General Assembly would need to analyse fully, irrespective of the seats of the Court and the Tribunals and the official currencies used in the countries concerned.**

15. The second option (ibid., paras. 75-77) would entail maintaining the salary system, as approved by the General Assembly in its resolution 61/262, whereby the salaries of the judges consist of a net base salary and a post adjustment amount per index point equal to 1 per cent of base salary, as summarized below, but at a higher level:

(United States dollars)

	Current net base salary (as at 1 January 2007)[a]	*Annual salary (starting point)*[b]	*Proposed annual base salary (increase of 2 per cent)*	*Proposed total salary*[c]
International Court of Justice[d]	133 500	170 080	173 450	274 744
International Tribunal for the Former Yugoslavia[d]	133 500	170 080	173 450	274 744
International Criminal Tribunal for Rwanda[e]	133 500	170 080	173 450	239 534

[a] General Assembly resolution 61/262.
[b] General Assembly resolution 59/282.
[c] Proposed base salary plus applicable post adjustment.
[d] As at 1 March 2008, the post adjustment multiplier for the Netherlands was 67.9 and the official United Nations operational exchange rate was €0.661:$1.
[e] As at 1 March 2008, the post adjustment multiplier for the United Republic of Tanzania was 41.7 and the official United Nations operational exchange rate was TSh1163:$1.

16. The Advisory Committee notes that, under this option, the annual salaries of members of the Court and the judges of the International Tribunal for the Former Yugoslavia would be $274,744 and that the annual salaries of the judges of the International Criminal Tribunal for Rwanda would be $239,534. Those figures include the relevant post adjustment rates and an annual net base salary of $173,450, reflecting an increase of 2 per cent from the current level of $170,080. The Committee notes from the report that the proposed increase in the net base salary is based on the recommendation of the International Civil Service Commission for a no-gain/no-loss increase of 1.97 per cent for Professional staff (see A/62/30, para. 31). **Accordingly, the Committee reiterates its position that the consolidation of points from post adjustment to base salary for staff, which is on a no-loss/no-gain basis, is not relevant to a proposal whereby an increase would result (see A/61/612, para. 9).**

17. **The Advisory Committee recalls the previous decision of the General Assembly that the salaries of judges should consist of a net base salary and a post adjustment amount per index point equal to 1 per cent of the net base salary to which would be applied a post adjustment multiplier (resolution 61/262, para. 6).**

18. The Advisory Committee notes the financial implications of the two options set out in the table following paragraph 86 of the report of the Secretary-General.

Retirement benefits

19. In paragraphs 78 to 81 of his report, the Secretary-General sets out the implications for pension benefits of the members of the Court of the two salary options under the current system of pension benefits. The Advisory Committee notes, however, that a study on options for designing pension schemes is currently being conducted by a consulting firm and would be finalized in March 2008 and presented during the second part of the resumed sixty-second session of the General Assembly. **The Advisory Committee recommends that the Assembly defer consideration of the retirement benefits for members of the Court pending receipt of the pension study.**

III. Frequency of review of conditions of service and remuneration

20. The Secretary-General indicates in paragraph 86 of his report that if the General Assembly decides to revert to a three-year cycle for review of the conditions of service and remuneration, the next comprehensive review would be undertaken at the sixty-fifth session, in 2010. **The Advisory Committee notes that, should the Assembly decide to maintain a salary for the judges consisting of a base salary plus post adjustment, a review would be necessary only if the International Civil Service Commission were to recommend and the General Assembly were to approve an increase in the net remuneration. In its view, this would imply a review of the judges' net remuneration.**